

Board of Directors Regular Business MEETING AGENDA



Date: June 12, 2025

Time: **8:00 a.m. Breakfast**
 8:30 a.m. State of the Agency Presentation
 9:00 – 11:00 a.m. Board Meeting

Location: LEARN, Room 107/ 44 Hatchetts Hill Road, Old Lyme, CT 06371

A remote meeting option is provided for those unable to attend in person. The login information is at the end of this agenda.

- 1. Call to Order:** Pledge of Allegiance
- 2. Audience and Guests:** Introductions
- 3. Public Comment:**
- 4. Reading and/or Review of Correspondence:**
- 5. Superintendents' Perspective:**
- 6. Consent Agenda:**
 - 6.1 Approval of the DRAFT Minutes, Regular Business Meeting—May 8, 2025
 - 6.2 Approval of Budget Summary as of May 31, 2025
 - 6.3 Approval of Grant Applications—State and Local Cybersecurity Grant Program (SLCGP)
- 7. Information from the Executive Director:**
 - 7.1 Hiring—Resignations and new hires, including trend reports
 - 7.2 Distributions — None
 - 7.3 Executive Committee Meeting Minutes, Regular Business Meeting—May 23, 2025
 - 7.4 LEARN Building Committee Meeting Minutes—May 23, 2025
 - 7.5 SSS Building Committee Meeting Minutes-May 7, 2025
 - 7.6 Legislative Updates
 - 7.7 LEARN Agency Updates

8. Old Business:

8.1 Approval of 2025-2026 LEARN Board of Directors' Slate of Officers

8.2 Approval of 2025-2026 Proposed LEARN Budget

9. New Business:

9.1 New Policy #5131.911, Students, Series 5000; "Connecticut School Climate Policy"

9.2 Retirement of Policy #5007: Series 5000; "Bullying Prevention and Intervention Policy"

9.3 Evaluation of Executive Director

9.4 Executive Director Salary & Benefits

10. Educational Perspective:

11. Roundtable Discussion:

12. Future Roundtable Topics:

13. Adjournment:

JOIN ZOOM MEETING

<https://us02web.zoom.us/j/88179290855?pwd=L8ZTZ1TTOmeH7Xj47dwTVfgnSADbGa.1>

Meeting ID: 881 7929 0855

Passcode: 940741

• +1 929 205 6099 US (New York)

Meeting ID: 881 7929 0855

Passcode: 940741

LEARN.k12.ct.us

Board of Directors Regular Business

MEETING AGENDA NOTES



Date: June 12, 2025

Time: 8:00 a.m. Breakfast
8:30 a.m. State of the Agency Presentation
9:00 – 11:00 a.m. Board Meeting

Location: LEARN, Room 107/ 44 Hatchetts Hill Road, Old Lyme, CT 06371

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 - 5. Superintendents' Perspective:**
 - 6. Consent Agenda:**
 - 6.1 Approval of the DRAFT Minutes, Regular Business Meeting—May 8, 2025
 - 6.2 Approval of Budget Summary as of May 31, 2025
 - 6.3 Approval of Grant Applications—State and Local Cybersecurity Grant Program (SLCGP)
- Motion to approve the Consent Agenda as presented.**
- 7. Information from the Executive Director:**
 - 7.1 Hiring—Resignations and new hires, including trend reports
 - 7.2 Distributions — None
 - 7.3 Executive Committee Meeting Minutes, Regular Business Meeting—May 23, 2025
 - 7.4 LEARN Building Committee Meeting Minutes—May 23, 2025
 - 7.5 SSS Building Committee Meeting Minutes-May 7, 2025
 - 7.6 Legislative Updates
 - 7.7 LEARN Agency Updates

8. Old Business:

8.1 Approval of 2025-2026 LEARN Board of Directors' Slate of Officers

(Request any additional nominations)

Motion to approve the following for the 2025-2026 LEARN Board of Directors' Slate of Officers: Robert Mitchell as Chair, Dale Bernardoni as Vice Chair, Jennifer Favalora as Treasurer, and Beverly Washington as Secretary

8.2 Approval of 2025-2026 Proposed LEARN Budget

Motion to approve the proposed LEARN Budget for the 2025-2026 Fiscal Year.

9. New Business:

9.1 New Policy #5131.911, Students, Series 5000; "Connecticut School Climate Policy"

Motion to approve New Policy 5131.911, Connecticut School Climate Policy, as presented.

9.2 Retirement of Policy #5007: Series 5000; "Bullying Prevention and Intervention Policy"

Motion to retire Policy #5007: Series 5000; "Bullying Prevention and Intervention Policy" as a result of the changes in the law and the adoption as proposed of Policy #5131.911, Students, Series 5000; "Connecticut School Climate Policy".

9.3 Evaluation of Executive Director **(Begin Executive Session*)**

Per policy #2400; Administration, "Evaluation of Administrators and Administration", *will be held in Executive Session

Motion to move into Executive Session by _____, second by _____

Begin Executive Session at _____ a.m.

Ended Executive Session at _____ a.m.

9.4 Executive Director Salary & Benefits

Motion to approve the Executive Director's Salary & Benefits as follows: _____

- 10.** Educational Perspective:
- 11.** Roundtable Discussion:
- 12.** Future Roundtable Topics:
- 13.** Adjournment:

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DRAFT MINUTES



Meeting Date: May 8, 2025

Draft Posted: May 13, 2025

Present: Dale Bernardoni, Chester/Grades K-6; Eric Bauman, East Lyme; W. Scott Brown, Lyme & Old Lyme/Region 18; Mary Ann Connelly, Madison (Zoom); Katherine Ericson, LEARN; Jennifer Favalora, Killingworth/Region 17; Elizabeth Fernandes, Westbrook; A. Terri Garrity, East Haddam (Zoom); Katie Gauthier, Stonington (Zoom); Nancy Johnston, Essex/Grades K-6; Cindy Luty, Preston; Robert Mitchell, Montville; Beverly Washington, Groton; and Laurie Wolfley, Waterford

Not Attending and Not Represented: Alisha Blake, New London; Mary Harris, Ledyard; Gregory Perry, Norwich; Sean Reith, Salem; Chet Stefanowicz, North Stonington; Jane Wisialowski, Old Saybrook; Vacant, Chester, Deep River, Essex Region #4; Vacant, Clinton; Vacant, Deep River/Grades K-6; Vacant, East Hampton; and Vacant, Guilford

Guests: Michael Belden, LEARN Chief Financial Officer; Maria Cuadros, LEARN Business Associate; Dr. Ryan Donlon, LEARN Associate Executive Director; Joanne Lund, LEARN Assistant Director of Business; and Elizabeth McCaffery, LEARN Director of Human Resources

Meeting began at 9:00 a.m.

- 1. Call to Order:** Pledge of Allegiance
- 2. Audience and Guests:** Introductions
- 3. Public Comment:**
- 4. Reading and/or Review of Correspondence:**

- 4.1 Executive Director Ericson shared the following correspondence: Regional Performance Incentive Program (RPIP) Grant Award; Workers' Compensation Trust Safety Grant Award; the Connecticut Network for Children and Youth (CTNCY) Early Start CT Local Governance Partner (LGP) Grant Awards; LEARN Early Childhood Center of Excellence (ECCE) Approval Letter; and the Three Rivers Middle College Magnet High School (TRMC) FY25 Audit Engagement Letter

- 5. Superintendents' Perspective:** LEARN Chief Financial & Operations Officer, Michael Belden, presented a high-level budget overview of The Fiscal Year 2025-2026 LEARN Proposed Budget highlighting the agency's continued strong financial standing. LEARN maintains a healthy fund balance, which contributes to the organization's overall fiscal stability and operational flexibility.

Recent capital investments, including the completion of the Ocean Avenue LEARNing Academy (OALA), reflect a strategic approach to long-term infrastructure planning. LEARN operates with a lean debt profile and leverages its fund balance judiciously to sustain operations, support essential but non-revenue-generating central services, and invest in necessary facility upgrades.

Administrative overhead is recovered through a standard fee structure, ranging from 10 to 12 percent, applied to schools and programs. Additionally, LEARN is actively expanding its external service offerings—including business, information technology, and human resources support—to partner districts. This expansion serves to both strengthen inter-district collaboration and offset internal operational costs.

LEARN remains committed to responsible financial management in alignment with its mission, and fiscal practices are designed to promote innovation, sustain essential services, and ensure resilience in an evolving educational landscape.

6. Consent Agenda:

- 6.1 Approval of the DRAFT Minutes, Regular Business Meeting—April 10, 2025
- 6.2 Approval of Budget Summary as of April 30, 2025 (Made available at meeting)
- 6.3 Approval of Grant Applications—LEARN Magnet School Capital Improvement 2025-2027

Motion to accept the Consent Agenda as presented.

- **Presented by Beverly Washington**
- **Second Elizabeth Fernandes**
- **Motion passed with 13 votes in favor and 0 votes against**

7. Information from the Executive Director:

- 7.1 Hiring—Resignations and new hires, including trend reports (Made available at meeting):
Executive Director Ericson shared recent staffing developments, as LEARN recently welcomed several new hires, including educators and instructional staff in key areas such as language instruction and student support. LEARN also experienced a few staff departures, including a general education teacher and two intervention specialists.
- 7.2 Distributions — None
- 7.3 Executive Committee Meeting Minutes, Regular Business Meeting—April 25, 2025:
Attached in the agenda packet.
- 7.4 LEARN Building Committee Meeting Minutes—April 25, 2025: *Attached in the agenda packet.*
- 7.5 Legislative Updates: LEARN continues to engage in regional and statewide advocacy efforts focused on increasing support for educational services in southeastern Connecticut.

- 7.6 LEARN Agency Updates: LEARN's Human Resources Director, Elizabeth McCaffery, provided an update on the regional remote learning collaborative involving East Lyme, Waterford, New London, Old Saybrook, and LEARN to develop a regional high school blended learning program slated to begin with the 2025–2026 school year. The LEARN Business Office recently attended the Connecticut Association of School Business Officials (CASBO) conference, and upcoming celebrations include the graduation ceremonies for Marine Science Magnet High School (MSMHS) and Three Rivers Middle College Magnet High School (TRMC).

8. Old Business:

9. New Business:

- 9.1 Presentation of proposed 2025-2026 Slate of Officers ([per policy #9200, Bylaws of the Board, "Election of Officers"](#))
- The Nominating Committee presents the following Slate of Officers to the board at the May 8, 2025, meeting: Robert Mitchell (Montville), Dale Bernardoni (Chester/Grades K-6), Jennifer Favalora (Killingworth/Region 17), Beverly Washington (Groton).
 - Voting will occur at the June 12, 2025, meeting with any additional nominations, including self-nominations, taken **prior to voting**.
- 9.2 Authorization of Executive Director to Enter into Contracts.
- This is an annual request and is needed in order for LEARN to contract with various state agencies/departments and approved vendors. (*Board Secretary's signature required*)

Motion: Resolved, that Katherine Ericson, Executive Director, is authorized to make, execute, and approve on behalf of LEARN, any or all contracts or amendments, excluding loans, effective through June 30, 2026.

- **Presented by W. Scott Brown**
- **Second Beverly Washington**
- **Motion passed with 13 votes in favor and 0 votes against**

- 9.3 Preliminary discussion of the Evaluation of the Executive Director per [Policy #2400, Administration; "Evaluation of Administrators and Administration"](#) (Executive Director's Year End Evaluation provided with board packet).

- 9.4 Approve the request for use of the Ocean Avenue LEARNing Academy (OALA) cafeteria by New London Landmarks on June 30, 2025, from 4:00 p.m. to 9:30 p.m. for the purpose of hosting a community program, from 7:00-8:30 p.m., highlighting the history of New London's Jewish community. The event will include video excerpts from oral history interviews conducted as part of their ongoing preservation efforts. There are no admission or registration fees attached to the program, but the organization will have a donation jar available at a welcome table. Any donations will be used to cover New London Landmarks' general operating expenses.

Motion to approve New London Landmarks' use of the Ocean Avenue LEARNing Academy Cafeteria from 4:00-9:30 p.m., on June 30, 2025, to host a community program as presented.

- **Presented by Cindy Luty**
- **Second Dale Bernardoni**
- **Motion passed with 13 votes in favor and 0 votes against**

- 9.5 Graduation requirement regulation shift: LEARN Associate Executive Director, Dr. Ryan Donlon, provided an update on academic and programmatic developments at its magnet high schools, Marine Science Magnet High School (MSMHS) and Three Rivers Middle College Magnet High School (TRMC), in response to changes in state graduation requirements.
- 9.6 Final Report on Project #2 at Ocean Avenue LEARNing Academy (OALA), as presented by Michael Belden, LEARN Chief Financial & Operations Officer: Closeout summary for the Student Support Services (SSS) Building Committee, active since 2017. The committee recently completed its second major construction project and as part of the final phase, documentation has been submitted to close out participation in the state's school construction grant program. The project was approved for approximately \$9.85 million, with an anticipated 80% reimbursement through the state's school renovation grant. LEARN worked closely with the project's construction and architectural partners to prioritize key components of the renovation, ultimately bringing the project in under budget.

- 10.** Educational Perspective: LEARN Associate Executive Director, Dr. Ryan Donlon, to present update on Regional Multicultural Magnet School (RMMS) 3-8 middle school design: Ongoing efforts continue to enhance the design and structure of LEARN's magnet school offerings, with a particular focus on middle-grade programming, including the long-term vision to create a more cohesive, interconnected network of schools that support students from early childhood through high school. This work reflects LEARN's commitment to greater alignment, access, and equity across programs, informed by community engagement, internal analysis, and lessons learned in the post-pandemic landscape. The initiative aims to strengthen continuity for families, improve student retention, and ensure that each school reflects a shared mission while preserving its unique instructional focus.

11. Roundtable Discussion: None

12. Future Roundtable Topics: None

13. Adjournment:

Motion to adjourn at 11:22 a.m.

- **Presented by Cindy Luty**
- **Second Beverly Washington**
- **Motion passed unanimously with 12 votes in favor and 0 votes against**

Respectfully submitted by:
Jamella A. A. Etienne

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<https://us02web.zoom.us/j/88179290855?pwd=L8ZTZ1TTOmeH7Xj47dwTVfgnSADbGa.1>

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LEARN	REVENUES				EXPENDITURES				
BUDGET & ACTUAL (FY 2024-2025) CURRENT YEAR REVIEW * in thousands	Original Adopted Budget FY 24/25	Revised Budget	Year-to-Date Actual Revenues	Estimated Revenues Receiveable	Original Adopted Budget FY 24/25	Revised Budget	Year-to-Date Actual Expenditures	Year-to-Date Actual Encumbrances	Actual Available Budget
		as of 5-31-25	as of 5-31-25	as of 5-31-25		as of 5-31-25	as of 5-31-25	as of 5-31-25	as of 5-31-25
Departments & Programs									
Student Support Services	\$ 18,503	\$ 19,169	\$ 17,079	\$ 2,090	\$ 18,503	\$ 19,169	\$ 15,807	\$ 2,051	\$ 1,311
Goodwin Schools	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MSAP	\$ 2,410	\$ 4,460	\$ 982	\$ 3,478	\$ 2,410	\$ 4,460	\$ 1,767	\$ 1,448	\$ 1,245
Office of Teaching & Learning	\$ 1,717	\$ 1,750	\$ 412	\$ 1,338	\$ 1,717	\$ 1,750	\$ 1,257	\$ 165	\$ 328
Early Childhood Education	\$ 2,320	\$ 2,612	\$ 3,044	\$ (432)	\$ 2,320	\$ 2,612	\$ 2,398	\$ 191	\$ 23
Creating Connections Early Learning Center	\$ -	\$ 133	\$ -	\$ 133	\$ -	\$ 133	\$ 32	\$ 9	\$ 92
Transportation	\$ 434	\$ 525	\$ 495	\$ 30	\$ 434	\$ 525	\$ 393	\$ 125	\$ 7
COVID Relief	\$ -	\$ 122	\$ 111	\$ 11	\$ -	\$ 122	\$ 112	\$ -	\$ 10
Executive Services, Special Projects, IT	\$ 3,088	\$ 3,118	\$ 2,466	\$ 652	\$ 3,088	\$ 3,118	\$ 4,951	\$ -	\$ (1,833)
Dept & Programs Subtotal	\$ 28,472	\$ 31,889	\$ 24,589	\$ 7,300	\$ 28,472	\$ 31,889	\$ 26,717	\$ 3,989	\$ 1,183
Magnet Schools									
Regional Multicultural Magnet School	\$ 6,049	\$ 5,954	\$ 5,652	\$ 302	\$ 6,049	\$ 5,954	\$ 4,273	\$ 914	\$ 767
Marine Science Magnet High School	\$ 4,005	\$ 4,067	\$ 4,053	\$ 14	\$ 4,005	\$ 4,067	\$ 2,992	\$ 651	\$ 424
The Friendship School	\$ 6,130	\$ 6,076	\$ 5,944	\$ 132	\$ 6,130	\$ 6,076	\$ 4,568	\$ 792	\$ 716
Three Rivers Middle College High School	\$ 1,191	\$ 1,370	\$ 1,356	\$ 14	\$ 1,191	\$ 1,370	\$ 1,008	\$ 140	\$ 222
Magnet Schools Subtotal	\$ 17,375	\$ 17,467	\$ 17,005	\$ 462	\$ 17,375	\$ 17,467	\$ 12,841	\$ 2,497	\$ 2,129
Non-Operating Items									
ECHMC Insurance	\$ 30,217	\$ 32,190	\$ 28,885	\$ 3,305	\$ 30,217	\$ 32,190	\$ 32,217	\$ 3,045	\$ (3,072)
Food Service	\$ 950	\$ 995	\$ 636	\$ 359	\$ 950	\$ 995	\$ 729	\$ 188	\$ 78
Construction Projects / Capital Expenditures	\$ 6,909	\$ 7,582	\$ -	\$ 7,582	\$ 6,909	\$ 7,582	\$ 3,414	\$ 666	\$ 3,502
Non-Operating Items Subtotal	\$ 38,076	\$ 40,767	\$ 29,521	\$ 11,246	\$ 38,076	\$ 40,767	\$ 36,360	\$ 3,899	\$ 508
Grand Total	\$ 83,923	\$ 90,123	\$ 71,115	\$ 19,008	\$ 83,923	\$ 90,123	\$ 75,918	\$ 10,385	\$ 3,820
Notes									
Original budget amounts tie to the approved Board budget; revised budgets continue to reflect ongoing activity such as new contracts and roll forward of 2 year grants.									
Goodwin = Effective 7/1/2024, LEARN's partnership with Goodwin University Magnet Schools has ended resulting in an ~\$15m reduction in the budget.									
MSAP = The MSAP 5 year LEAP grant began In October 2022 for \$9.8m. The revised budget reflects the anticipated spend in the current year. In October, LEARN was awarded a new 5 year MSAP grant (SOARS) for \$9.125m. For FY25, \$1.8m was added to the budget									
Creating Connections Early Learning Center (CCELC) = The infant toddler program is planned to open one classroom in June.									
COVID Relief = LEARN received \$2,568,834 of ARP ESSER funds; all funds were spent by the deadline of 9/30/24.									
Exec Services, Special Projects, IT = Expenditures consist mainly of amounts paid to cover health insurance costs; all expenditures will be offset by admin (12%) and health insurance allocations charged monthly to schools / departments.									
ECHMC = Effective 7/1/24, East Haddam Board of Education and Town joined the ECHMC.									
Construction Projects = LEARN anticipates spending ~\$6m for the Early Childhood Center of Excellence project in addition to several projects at each of LEARN's magnet schools. Additionally, LEARN's central office renovations are in process including new flooring, office reconfiguration, and bathroom updates.									
These projects will be funded by an Interdistrict Magnet School Capital Improvement Grant and the Capital fund balance.									

Variances: Revenues & Expenditures

SSS = FY25 student count is budgeted at 104 students at Ocean Ave Learning Academy and the Learn Transition Academy vs FY24 student count of 85. Revenues / expenditures are expected to increase over prior year.

ECE = FY25 revenue increase due to OEC revenue for the TriShare program.

Magnet Schools = Enrollments for FY25 are down slightly in total from FY25; TFS 460 v 459, RMMS 469 v 495, MSMHS 274 v 271, TRMC 92 v 81. 10/1 enrollment is in line with expectations based on LEARN's family of schools.

ECHMC = Beginning July 1, 2024, East Haddam Board of Education and Town (~150 members) joined the ECHMC.

Construction Projects = In FY25, LEARN anticipates higher expenses from central office renovations and preliminary expenses for LEARN's Early Childhood Center of Excellence.



One-Page Summary

For Submitted Grant Applications

Please complete this form after your grant application has been signed by the Executive Director and submitted. The information in this form will be used to update the Board of Directors about the overall focus and purpose of your grant.

Title of Grant: State and Local Cybersecurity Grant Program (SLCGP)

Funding Source: CISA and FEMA

Funding Agency: Department of Homeland Security (DHS)

Grant Period: August 1, 2025 to June 30, 2026

Amount Requested: \$20,995.00

Description of Activities:

Sophos EDR for security.

Staffing Requirements:

None

Costs Covered by the Grant: \$16,796.00

Costs Covered by LEARN: \$4,199.00

What are the key benefits of this Grant for LEARN?

The implementation of endpoint protection will help LEARN to have the visibility in our network to mitigate, detect and respond to potential security incidents promptly. EDR (Endpoint Detection and Response) is a critical component of modern cybersecurity strategies. It detects threats that may have bypassed traditional antivirus software, which often relies on signature-based detection methods. EDR uses advanced techniques such as behavioral analysis, machine learning, and threat intelligence to identify suspicious activities and potential threats in real-time.

Board Approval: ☒ Required ☐ Not Required

Department or School: Information Technology

Submitted By: Lance Hagen

Date: 06/05/2025



One-Page Summary

For Submitted Grant Applications

Please complete this form after your grant application has been signed by the Executive Director and submitted. The information in this form will be used to update the Board of Directors about the overall focus and purpose of your grant.

Title of Grant: State and Local Cybersecurity Grant Program (SLCGP)

Funding Source: DHS

Funding Agency: CISA and FEMA

Grant Period: August 1, 2025 to June 30, 2026

Amount Requested: \$14,970.00

Description of Activities:

Server for backups.

Staffing Requirements:

None

Costs Covered by the Grant: \$11,976.00

Costs Covered by LEARN: \$2,994.00

What are the key benefits of this Grant for LEARN?

By implementing this comprehensive backup strategy, LEARN can significantly enhance its ability to protect critical data and maintain the integrity and availability of its systems. This not only helps to safeguard the state's digital assets but also builds public trust in the state's ability to manage and respond to cyber threats effectively.

Board Approval: ☒ Required ☐ Not Required

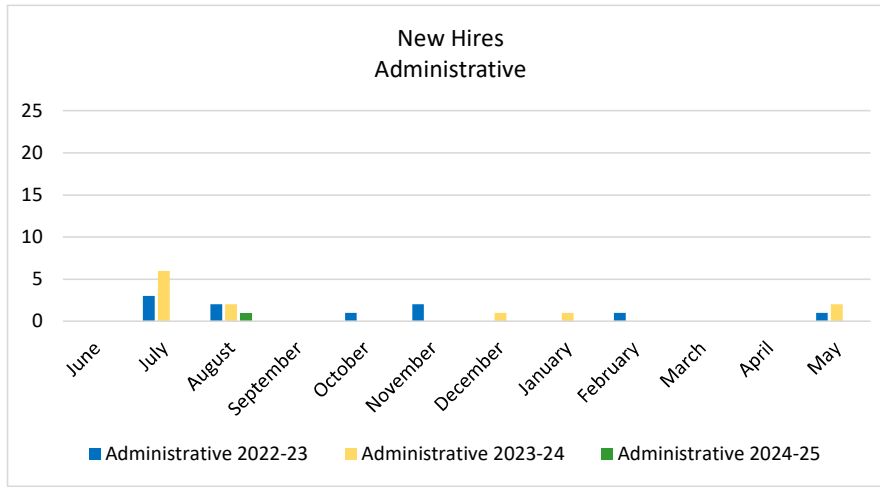
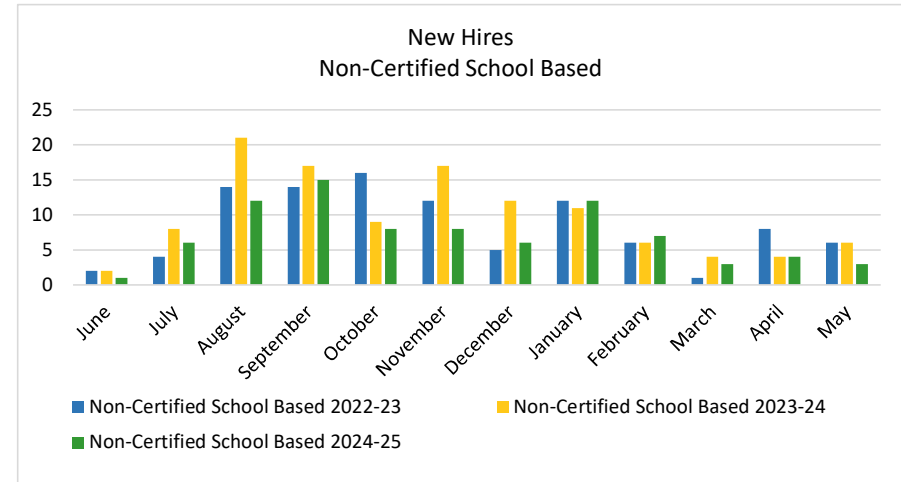
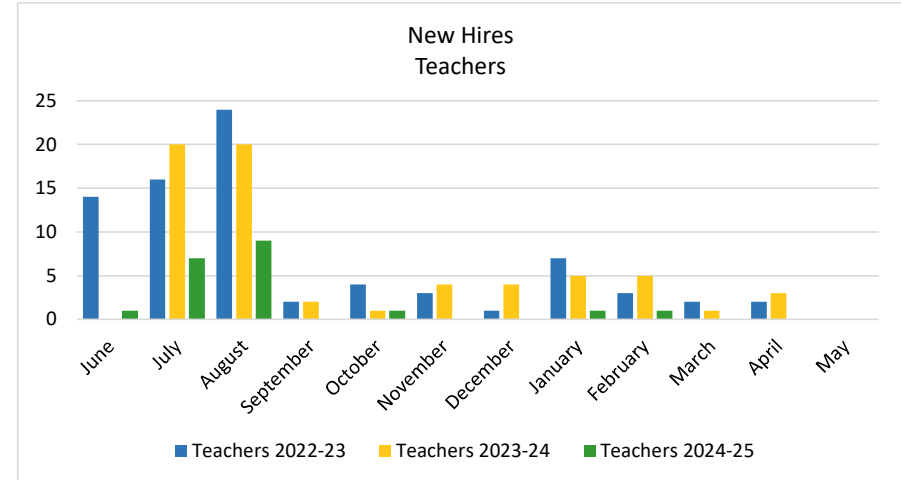
Department or School: Information Technology

Submitted By: Lance Hagen

Date: 06/05/2025



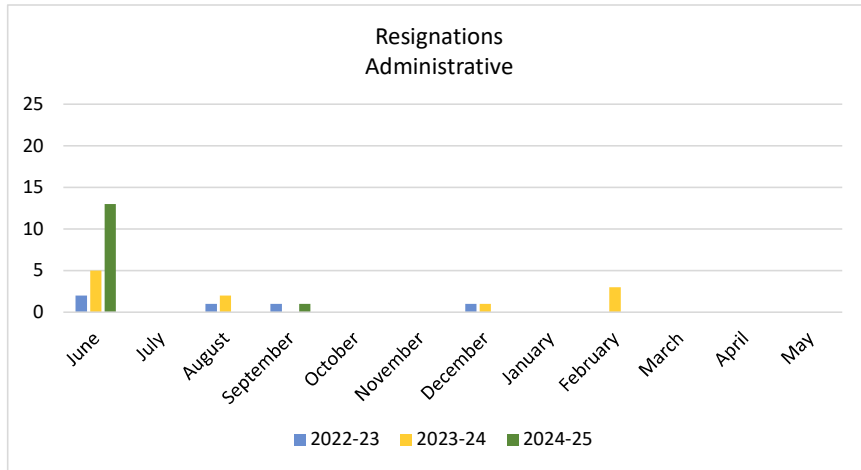
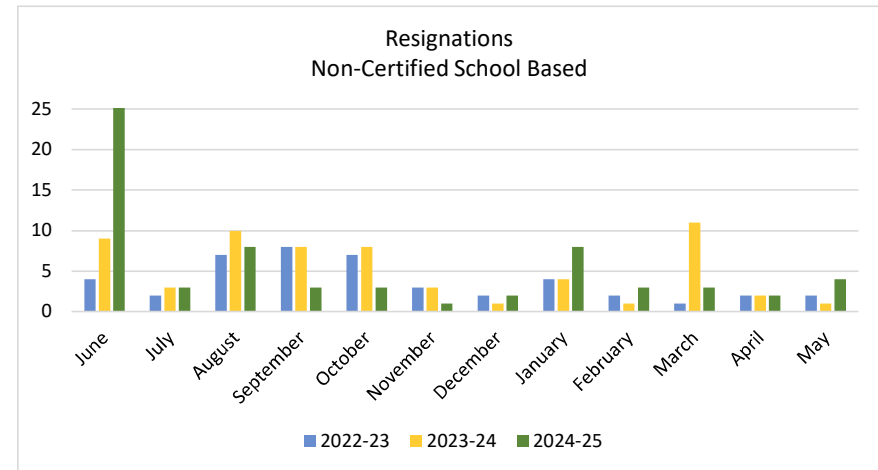
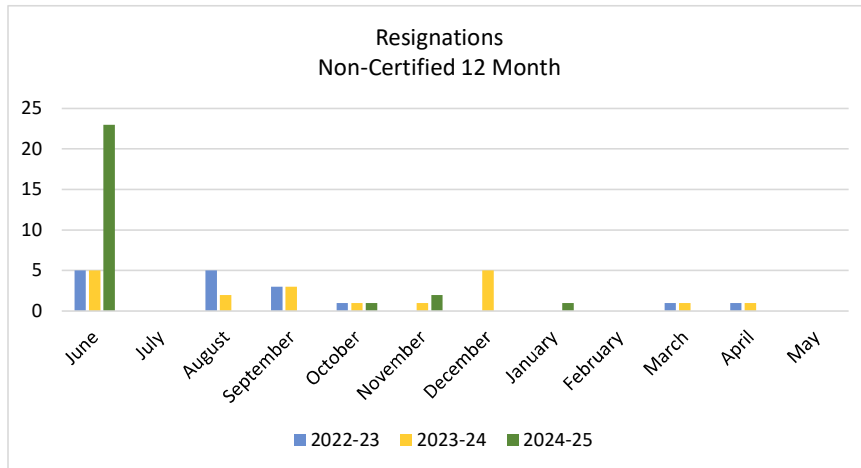
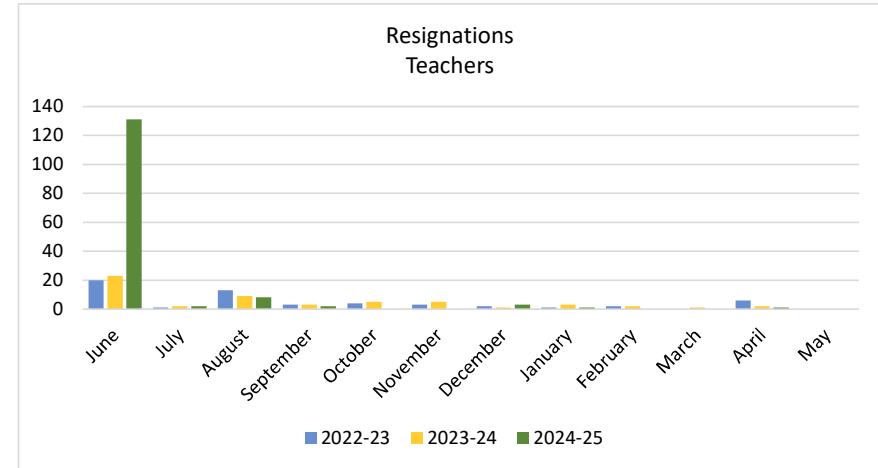
New Hires Trend Report May 2025



LAST NAME	FIRST NAME	POSITION	DEPT	DATE	PAY	RATE	COMMENTS
BURNS	JAYDEN	INTERVENTION SPECIALIST	SSS	05/12/2025	HOURLY	\$21.29	NEW POSITION
HUBER	JULIANA	SUBSTITUTE TEACHER	RMMS	05/23/2025	PER DIEM	\$128.00	REPLACEMENT
VARELA	JENISSA	INTERVENTION SPECIALIST	SSS	05/23/2025	HOURLY	\$19.03	REPLACEMENT
LOCATION KEY							
RMMS - REGIONAL MULTICULTURAL MAGNET SCHOOL							
SSS - STUDENT SUPPORT SERVICES							



Resignation Trend Report May 2025



MAY 2025

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>JOB TITLE</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>	<u>COMMENTS</u>
COOPERRIDER	JULIA	REGISTERED BEHAVIOR TECHNICIAN	SSS	5/28/2025	RESIGNATION
LEGEIN	JENNIFER	INTERVENTION SPECIALIST	SSS	05/23/2025	RESIGNATION
VEAL	JOSHUA	JOB COACH	SSS	05/09/2025	RESIGNATION
WALDEN	UNIQUE	INTERVENTION SPECIALIST	SSS	05/05/2025	RESIGNATION
LOCATION KEY					
SSS - STUDENT SUPPORT SERVICES					

Executive Committee

MEETING SUMMARY



Date: May 23, 2025
Time: 8:30 – 10:00 a.m.
Location: LEARN, Room 216/ 44 Hatchetts Hill Road, Old Lyme, CT 06371

A remote meeting option is provided for those unable to attend in person. The login information can be found at the end of the agenda.

Present: Robert Mitchell, Chair; Dale Bernardoni, Vice Chair; Jennifer Favalora, Fiscal Officer; Beverly Washington, Secretary; Dr. Cynthia Ritchie, Superintendent of Schools New London; and Katherine Ericson, LEARN Executive Director

Not Attending: Maryann O'Donnell, Superintendent of Schools Clinton

Meeting began at 8:44 a.m.

1. Review June 2025 Board of Directors' Agenda

2. Legislation Update

The RESC Alliance continues to actively engage with state legislators to advocate for critical funding.

Each RESC Executive Director is dedicating several hours each week at the State Capitol, and Executive Director Ericson reported that during her recent afternoon at the Capitol, she successfully connected with half of the delegation representing the LEARN region. Advocacy efforts remain ongoing and persistent through the conclusion of the legislative session.

3. Regional Performance Incentive Program (RPIP) Update

LEARN currently awaits final approval from the Connecticut Attorney General's office on the draft Regional Performance Incentive Program (RPIP) contract. Receipt of the finalized contract is anticipated before the end of June, with an expected execution date of July 1, 2025.

4. Internal Review Board (IRB)

The Executive Director shared LEARN's plan to establish a policy and regulatory framework for the creation of an Internal Review Board (IRB). This policy will allow LEARN staff to formally conduct research within their respective fields, supporting professional growth and evidence-based practice. The Executive Director anticipates presenting the proposed policy to the Board for review and approval in September.

5. LEARN and University of Saint Joseph (USJ) ABA Master's Program MOU

Executive Director Ericson informed the Executive Committee of a new Memorandum of Agreement (MOA) between LEARN and the University of Saint Joseph (USJ). Under this agreement, USJ will offer a 15% tuition discount per course to LEARN employees hired as Behavior Technicians, provided they meet the supervision requirements outlined in LEARN policy.

6. LEARN Annual Report

The Executive Committee engaged in a discussion about the upcoming LEARN Annual Report, focusing on how the report reflects the Board's leadership and vision. A key highlight will be the inclusion of Board member quotes to illustrate their guidance and commitment to advancing LEARN's mission. These contributions aim to capture the Board's role in shaping the agency's impact and strategic direction.

7. LEARN Update

The Executive Director shared several recent highlights across the agency. The Friendship School (TFS) Museum Night was a great success, with 826 students showcasing their work. LEARN is actively engaged in discussions with the Waterford Conservation Commission regarding plans for the development of a new Early Childhood School. Additionally, the Executive Committee was updated on the cyber incident.

8. Executive Director Evaluation Discussion (including survey results)

The Executive Committee held a private session to prepare for the upcoming Board discussion regarding the Executive Director's evaluation.

9. Adjournment

Meeting adjourned at 9:55 a.m.

Join Meeting via Zoom

<https://us02web.zoom.us/j/82071624323?pwd=RVxeElub9bcwpDVVPE7WM0U4LGDGQC.1>

Meeting ID: 820 7162 4323

Passcode: 521615

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Date: May 23, 2025

Time: 10:02 a.m. – 10:36 a.m.

Location: LEARN, 44 Hatchetts Hill Road, Old Lyme

Meeting Minutes

Building Committee Members: Kate Ericson, LEARN Executive Director; Robert Mitchell, Chair LEARN Board of Directors; Craig Esposito, Immediate Past President LEARN Board of Directors; Dale Bernardoni, Vice-Chair LEARN Board of Directors; Jennifer Favalora, Fiscal Officer LEARN Board of Directors; Beverly Washington, Secretary LEARN Board of Directors

Meeting Attendees: Molly Haas, RDG; Katelyn Chapman, Newman Architects; John Holden, Newman Architects; Nick Conti, Gilbane, Inc.; Charles Warrington, Colliers Engineering and Design; Lance Hagen, LEARN Director of IT; Gary Cymbala, SSC

Building Committee Staff: Julie Pendleton, LEARN Coordinator of Special Projects; Lisa Cooney, LEARN Coordinator of Communication

Agenda

- 1.0 Approval of Minutes
- 2.0 Updates & Reports
- 3.0 Other Reports
- 4.0 Financial Update
- 5.0 Old Business
- 6.0 New Business
- 7.0 Next Meeting
- 8.0 Adjournment

Discussion and Decisions:

1.0 Approval of Minutes

- April 25, 2025, Building Committee: Early Childhood School, 51 Daniels Avenue, Meeting Minutes
 - Motion to approve.
 - Presented by: Kate Ericson
 - Second by: Robert Mitchell
 - Motion carried unanimously.

2.0 Updates & Reports

- Newman Architects, PC/RDG Architects
 - We are nearing the end of the design process.
 - Design documents were issued.
 - There will be a numbers review in June.
 - Phase 2 Early Electrical Procurement package will be discussed during a special June 5 meeting of the Building Committee.
 - Newman Architects and RDG Architects continue to work with the Town of Waterford.



- The second Town of Waterford Conservation Committee meeting was held this week.
 - A representative from LEARN was present for each meeting.
 - Two project proposals were submitted to the Town of Waterford.
 - The school
 - The pickleball courts
 - Which contains considerations for wetlands
 - Special Building Committee Meetings:
 - June 5, 11:00 a.m.
Purpose: Sign-off Phase 2: Electrical Procurement
 - July 1, 9:00 a.m.
Purpose: Discussion/Acceptance of the DD VM log.
 - October 2, 10:30 a.m.
- Gilbane, Inc.
 - The Demolition and Abatement bid package was released.
 - A walk through of the building took place as part of that bid package process.
 - A virtual bid package opening will take place on May 30.
 - The opening will be conducted by Gilbane, Inc.
 - Gilbane, Inc. presented and reviewed the detailed project estimate for the design phase.
- Colliers Engineering & Design
 - Colliers prepared and shared a detailed milestone schedule.
 - This schedule will serve as a guiding document as the project continues.

3.0 Other Reports

- Town of Waterford
 - See information under Updates & Reports, Newman Architects, PC/RDG Architects

4.0 Financial Update

- Discussion and possible action on invoices for project #245-0090MAG/N/PF, total of \$287,126.50.
 - Newman Architects, \$248,400.00
 - Colliers Project Leaders, \$13,785.00
 - Karpman Consulting (Net Zero Consultant), \$3,380.00
 - Shipman & Goodwin (Legal), \$20,901.50
 - Waterford Permits, \$660.00
 - Motion to approve.
 - Presented by: Craig Esposito
 - Second by: Beverly Washington
 - Motion carried unanimously.
- Discussion and possible action on Commissioning Agency
 - Sustainable Engineering Systems with a \$98,000 bid.



- Bid within budget.
- Motion to approve.
 - Presented by: Kate Ericson
 - Second by: Robert Mitchell
 - Motion carried unanimously.

5.0 Old Business

- Furniture, Fixtures, & Equipment (FF&E)
 - No new report.
 - A note that FF&E includes technology and playground equipment.

6.0 New Business

- None at this time.

7.0 Next Meeting

- Date: June 27, 2025
- Time: 10:00 a.m.
- Location: LEARN, 44 Hatchetts Hill Road, Old Lyme, CT
- Items for the Next Meeting Agenda
 - Approval of Minutes
 - Updates & Reports
 - Newman Architects, PC/RDG Architects
 - Gilbane, Inc.
 - Colliers
 - Other Reports
 - Financial Update
 - Old Business
 - New Business

8.0 Adjournment

- Motion to adjourn at 10:36 a.m.
 - Presented by: Robert Mitchell
 - Second by: Beverly Washington
 - Motion carried unanimously.

SPECIAL Building Committee Meetings VIRTUAL

June 5, 11:00 a.m.
Purpose: Sign-off Phase
2: Electrical
Procurement

July 1, 9:00 a.m.
Purpose:
Discussion/Acceptance
of the DD VM log.

October 2, 10:30 a.m.

STUDENT SUPPORT SERVICES BUILDING COMMITTEE

Special Closeout Meeting

May 7, 2025

9:00 am – 10:00 am

LEARN

44 Hatchetts Hill Road, Old Lyme, Connecticut 06371

Meeting called to order at 9:02 am

In Attendance: Kate Ericson, Jack Cross, Bridgette Gordon-Hickey, Craig Esposito, Rita Volkmann, and Mike Belden

Guests: Greg Pomerleau (O&G), and Yvonne Tobey

1.0 Approval of Minutes

- 1.1 Motion made to approve May 24, 2024; Building Committee minutes made by Craig Esposito and second by Kate Ericson
Motion passed unanimously

2.0 Reports

- 2.1 Greg Pomerleau of (O&G) advised the dry well has been installed and met with Gary of Offshore who will rework the downspout to prevent any more water issues and will be handled in a week or so. Change orders have been approved. Holding off payment until all work has been completed.

3.0

4.0 New Business

- 4.1 Presently there are 71 students at the Ocean Avenue Learning Academy
 The final dedication of the building was completed in June, 2024

5.0 Financial Update

- 5.1 Invoices/Contracts
 Motion made to approve O&G Application #20 (November 30, 2024)
\$252,973.29 made by Rita Volkmann and second by Craig Esposito
Motion passed unanimously
 Motion made to approve O&G Application #21 (February 28, 2025)
\$151,415.16 made by Kate Ericson and second by Rita Volkmann
Motion passed unanimously

5.2 Budget Report

Mike Belden reported that the expenditure came under budget in the amount of \$4,958.18. Food services, the generator, and the boiler were paid for separately.

5.3 Motion made to approve the budget and close out Project 2 made by Craig Esposito and second by Rita Volkmann

Motion passed unanimously

6.0 **Adjournment**

Meeting adjourned at 10:31 am

LEARN

Fiscal Year 2025-2026 Proposed Budget

LEARN Magnet Schools:	\$18,216,000
Programs & Services:	\$30,563,159
Net Organizational Support:	\$ 3,023,224
Total Operating Budget:	\$51,802,383
Non-Operating Items:	\$58,743,532
Agencywide Budget:	\$110,545,915

To the LEARN Board of Directors,

It is my pleasure to present LEARN's comprehensive, agency-wide budget for the 2025-2026 fiscal year. The LEARN budget serves as a strategic blueprint outlining the priorities, anticipated opportunities, and projected challenges for the upcoming year. The figures provided are grounded in the most current data and insights available as of Spring 2025. As an integral role of the LEARN Board, you will monitor these projections on a monthly basis, enabling us to assess the accuracy of our forecasts and make any necessary adjustments.

This year, LEARN faces a particularly uncertain fiscal environment at both the state and federal levels. In response, LEARN has adopted a conservative posture, assuming level funding from these sources as we enter the new fiscal year. Historically, this cautious yet measured approach has allowed us to navigate volatility while continuing to advance our mission, vision, and strategic goals.

Looking ahead to 2025-2026, we stand at the threshold of transformative progress across several departments. The foundation has been carefully laid for a multi-year reconfiguration of LEARN's Family of Magnet Schools. The Friendship School will expand to include Kindergarten, and the Regional Multicultural Magnet School will welcome sixth grade students for the first time. These changes represent key milestones toward the realization of LEARN's Prekindergarten to Grade 8 continuum, which will culminate in the opening of the new Early LEARNing Magnet School in August of 2027.

Simultaneously, LEARN is launching phase I of Creating Connections, a regional infant/toddler program that will offer approximately 50 seats to families by 2027. This work further reinforces our commitment to high-quality educational services from birth through age 22. When coupled with LEARN's well-established outplacement programs, these developments reflect the agency's sustained investment in meeting the evolving needs of our region's children, families, and districts.

The 2025-2026 budget also underscores LEARN's expanding role in supporting districts through operational services. The continued renewal of contracts affirms LEARN's reputation for delivering effective, efficient technical support. Moving forward, we will enhance our fiscal standing by leveraging stakeholder feedback to further refine and expand our services and solutions.

Accordingly, I respectfully submit for your review the proposed agency-wide budget for 2025-2026, totaling \$110,545,915. This includes projected operating revenues of \$51,802,383 and non-operating revenues of \$58,743,532.

I look forward to continued conversations with you on LEARN's promising future.

Respectfully submitted,



Katherine Ericson
Executive Director

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MISSION FRAMEWORK



MISSION

As a Regional Educational Service Center, we

- *pursue equitable and just systems of education,*
- *build the skills and knowledge of the educational community, and*
- *design innovative, efficient, and effective programs, services, and solutions.*

We are committed to forging a better future for each learner.

AGENCY GOALS

To provide exemplary, innovative, and equitable school-based programs that advance achievement for each student and nurtures their cognitive, physical, and emotional well-being in safe, respectful, rigorous, and diverse learning communities.

To provide expertise, leadership, and innovative programs and services that build regional capacities and supports to create equity in education and positive outcomes for each student.

To provide cost-effective, customized organizational and operational services for our member districts, so they can maximize their resources and efforts to provide equitable access and outcomes for each student.

VISION

To ensure that each child has access to high-quality public education and opportunities through equitable systems of education, support, and service.

CORE VALUES

- Student Success
- Relationships
- Service
- Diversity
- Communication
- Integrity
- Innovation
- Creativity

THEORY OF ACTION

INNOVATE

Optimize Potential

Identify, develop, and deliver innovative and customized services, programs, and tools that meet our members' needs.

COLLABORATE

Enhance the Quality of Learning

Cultivate collaborative partnerships, strategic alliances, and relationships to promote regional efficiencies.

SERVE

Meet Member Needs

Listen and respond to our stakeholders with respect and responsibility and provide high-quality services.

Strategic Plan for LEARN

Goal 1:

To provide exemplary, innovative, and equitable school-based programs that advance achievement for all students and nurture their cognitive, physical, and emotional well-being in safe, respectful, rigorous, and diverse learning communities.

Priority 1.1

Equitable Teaching and Learning

All LEARN schools and programs operate from a foundation of strong relationships with students and families to provide a unique and individualized learning experience. The LEARN Family of Schools is committed to providing an integrated, diverse learning environment where students from across the state of Connecticut are given equitable access to high-quality educational opportunities and experiences that support their ability to grow into thriving adults.

Strategies, Priority 1.1

- Develop a talent management strategy to seek diversity through recruitment, development, and retention strategies while diversifying the perspective and skills of existing educators
- Create a definition of high-quality instruction that is understood and implemented consistently throughout the organization
- Develop an instructional framework that is understood and implemented consistently throughout the organization
- Design a multi-tiered system of support (MTSS) that is understood and implemented consistently throughout the organization
- Develop a multi-year professional learning plan for leaders and teachers to support understanding and implementation of practices that develop anti-racist schools

Goal 2:

To provide expertise, leadership, and innovative programs and services that build regional capacities and supports in order to create equity in education and positive outcomes for all students.

Priority 2.1

Regional Professional Learning System

LEARN's Regional Professional Learning System is grounded in principles and practices of equity-based teaching and learning. LEARN's specialists collaborate with districts to develop dynamic and customized approaches as they aspire to expand access to educational opportunities and experiences for all learners.

Strategies, Priority 2.1

- Create innovative products and services by engaging in active listening
- Build a LEARN professional growth strategy that identifies and develops all learning opportunities/expectations for each unique non-certified role in the agency
- Develop a systematized and replicable multi-year regional professional learning plan to continuously support LEARN districts

Goal 3:

To provide cost-effective, customized organizational and operational services for our member districts, so they can maximize their resources and efforts to provide equitable access and outcomes for all students.

Priority 3.1

Organizational and Operational Excellence

LEARN's Operational System is framed on the efficient use of resources and tools that support and improve educational outcomes for all students. LEARN's professional team assists districts in identifying and remediating systemic inequities and modernizing district operations to maximize efficiency.

Strategies, Priority 3.1

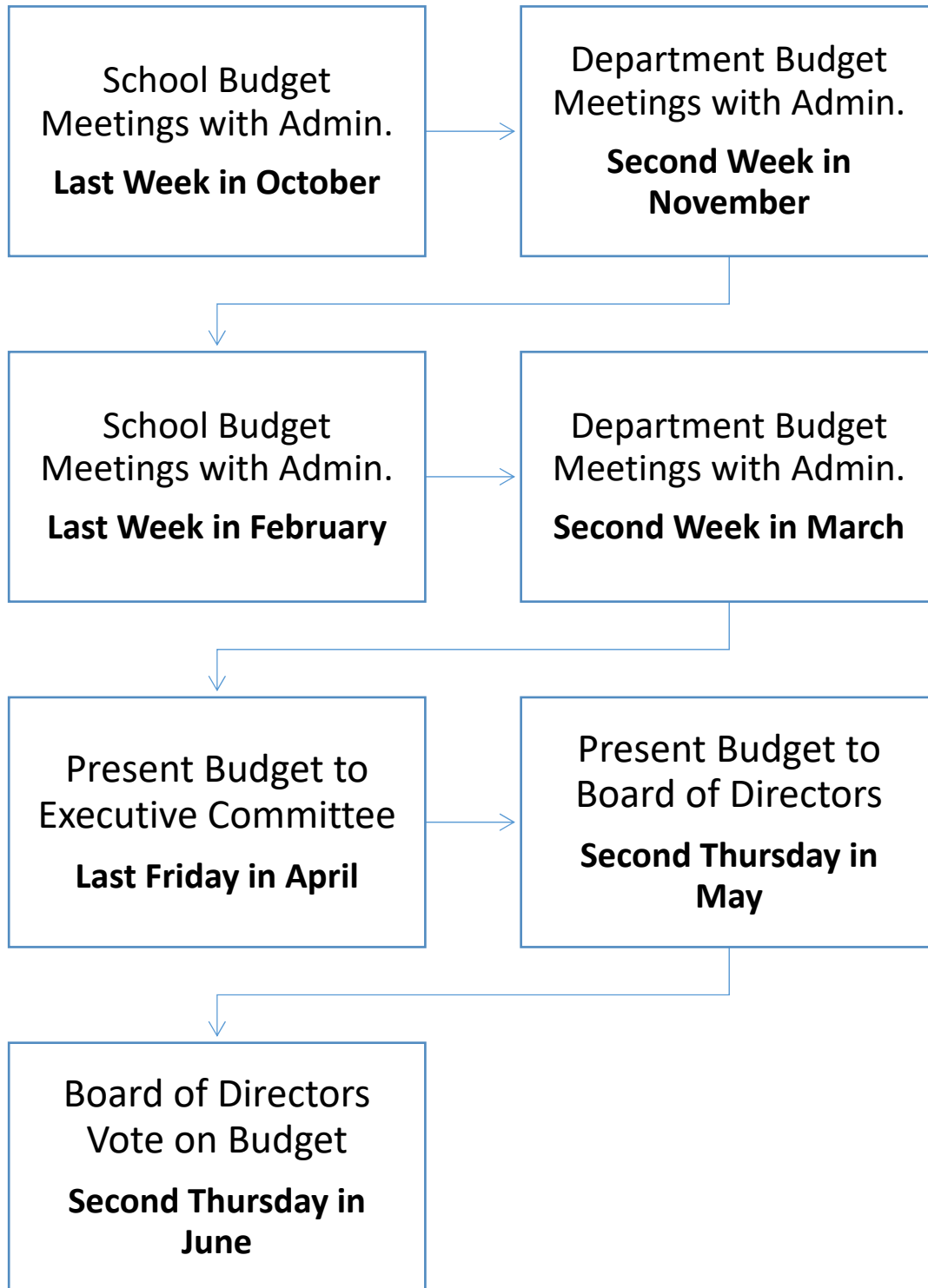
- Develop and communicate a clear definition of organizational and operational excellence
- Share our expertise in developing equitable systems and structures to improve districts' operations offices
- Create a vision and plan for modernized systems, structures, and processes at LEARN to identify and maximize efficiencies in the agency
- Develop and implement a business strategy framework system to achieve budget goals
- Develop and implement an internal multi-year professional learning plan to continuously develop and norm the practices of LEARN staff members

BOARD OF DIRECTORS

OFFICE	NAME	DISTRICT
CHAIRPERSON	Robert Mitchell	Montville
VICE CHAIRPERSON	Dale Bernardoni	Region #4 Chester (Grades K-6)
FISCAL OFFICER	Jennifer Favalora	Region #17 Haddam & Killingworth
SECRETARY	Beverly Washington	Groton
BOARD MEMBER	Vacant	Clinton
BOARD MEMBER	Terri Garrity	East Haddam
BOARD MEMBER	Vacant	East Hampton
BOARD MEMBER	Eric Bauman	East Lyme
BOARD MEMBER	Vacant	Guilford
BOARD MEMBER	Mary Harris	Ledyard
BOARD MEMBER	Mary Ann Connelly	Madison
BOARD MEMBER	Alisha Blake	New London
BOARD MEMBER	Chet Stefanowicz	North Stonington
BOARD MEMBER	Gregory Perry	Norwich
BOARD MEMBER	Jane Wisialowski	Old Saybrook
BOARD MEMBER	Cynthia Luty	Preston
BOARD MEMBER	Nancy Johnston	Region #4 Essex (Grades K-6)
BOARD MEMBER	Vacant	Region #4 Chester, Deep River, Essex (Grades 7-12)
BOARD MEMBER	W. Scott Brown	Region #18 Lyme & Old Lyme
BOARD MEMBER	Sean Reith	Salem
BOARD MEMBER	Katie Gauthier	Stonington
BOARD MEMBER	Laurie Wolfley	Waterford
BOARD MEMBER	Elizabeth Fernandes	Westbrook
EXECUTIVE DIRECTOR	Katherine Ericson	LEARN
		<i>Principal Officials as of April 15, 2025</i>

BUDGET TIMELINE

Below is LEARN's formal budget process timeline. While the timeline below outlines our formal budget process, we remain in regular contact with schools and programs to address needs year-round.



NARRATIVE SUMMARY OF OPERATING DIVISIONS

The 2025-2026 Budget Proposal is designed to outline our planned revenues and expenditures within the framework of LEARN's Mission and Vision (provided in this package). There are three operating divisions: LEARN Magnet Schools, Programs & Services, and Organizational Support. Each division corresponds to our defined agency goals. Below is a concise overview of each division, school, and office.

LEARN Magnet Schools Division

LEARN operates four magnet schools located in Southeastern Connecticut, all of which fall under the Magnet Schools Division.

The Friendship School (TFS): TFS stands out as a premier early childhood institution serving prekindergarten and kindergarten aged children. The school cultivates a lifelong passion for learning through a museum-based theme that emphasizes exploration, curiosity, and leadership.

The Regional Multicultural Magnet School (RMMS): RMMS continues to uphold its legacy of inclusivity and diversity, proudly standing as Connecticut's inaugural magnet elementary school (Grade 1-6). The RMMS community remains dedicated to honoring cultural diversity, empowering each learner, and nurturing individuals committed to positive societal change.

The Marine Science Magnet High School (MSMHS): MSMHS has evolved into one of Connecticut's most rigorous public educational establishments. Anchored in equity and sustainability, MSMHS has made a significant mark on the field of education. The school's commitment to a progressive and challenging curriculum, combined with a supportive school culture, has garnered attention from the U.S. Department of Education that named MSMHS a 2023 National Blue Ribbon School. Additionally, U.S. News and World Report recognized MSMHS as the #1 high school in the state. The school, serving Grades 9-12, inspires students to excel academically and contribute meaningfully to the global community, while also building a sense of stewardship for a more sustainable and equitable future.

Three Rivers Middle College (TRMC) Magnet High School: TRMC offers 11th and 12th grade students the unique opportunity for dual enrollment, allowing them to earn college credits while still in high school. TRMC prepares a broad spectrum of students to be college and career ready by fostering a nurturing environment that creates student ownership of their own learning. The TRMC professional learning community is committed to a curriculum of academic rigor, skill acquisition, and character development essential for success in the 21st century.

Programs & Services Division

LEARN's Programs & Services Division encompasses the specialized and tailored initiatives conducted in collaboration with our member districts and the State of Connecticut.

Magnet Schools Assistance Program Grant (MSAP): This budget represents two MSAP grants. In October 2022 we received a 5-year, \$9.8 million award from the U.S. Department of Education named MSAP LEAP that will run through September 2028. In October 2024 we received an additional 5-year, \$9.1 million award named MSAP SOARS that will run through September 2029. These grants are presented as a standalone entity for operational clarity.

Office of Teaching and Learning (OTL): The OTL Office delivers a suite of professional development services across the region and facilitates various professional networks and roundtables for educators. Furthermore, this Office oversees fiscal agent responsibility for multiple grants benefiting member districts and sister RESCs. Notably, LEARN a dynamic team of educators who support districts who serve Multilingual Learners.

Student Support Services (SSS): The Office of Student Support Services provides region-wide support services and hosts specialized programs for students with diverse and complex needs. It is the largest office of LEARN and includes our early childhood education work. Effective July 1, 2024, the LEARN Transition Academy, a specialized school within the Office of Student Support Services, relocated to 58 Pennsylvania Avenue, Niantic. The new location has allowed for an expansion of services tailored to young adults ages 16-22.

Early Childhood Education (ECE): Positioned within the Student Support Services office, ECE, formerly known as Young Children & Families, offers early care and education programs serving member districts and their communities. ECE collaborates with the Connecticut Office of Early Childhood and various nonprofit organizations to enhance the quality of early care across all educational settings. ECE serves as the fiscal agent for a series of School Readiness grants supporting multiple agencies. This year, ECE will phase Creating Connections, an early LEARNing center by operating two classrooms located at The Friendship School.

Transportation: This budget incorporates operational expenses for mail courier services, van maintenance, the School Choice transportation grant, and external vendor expenses related to transportation services for students at RMMS, TRMC, and MSMHS.

Goodwin University Magnet Schools (GUMS): Effective July 1, 2024, Goodwin University assumed responsibility for all operations related to the GUMS partnership of magnet schools (RMS, CTRA Middle Grades, CTRA).

COVID-19 Relief Funds

We received four grants; Coronavirus Relief Funds (CRF), Elementary and Secondary School Emergency Relief Fund I (ESSER I), Elementary and Secondary School Emergency Relief Fund II (ESSER II), and American Rescue Plan Elementary and Secondary School Emergency Relief Fund (ARP ESSER) to support educational learning opportunities and pandemic related needs. All grants were spent as of September 2024, and this section captures them for historical reference.

Organizational Support

Organizational Support encompasses essential functions vital for sustaining and advancing LEARN. These endeavors are primarily financed through inter-departmental administrative fees collected from the other two divisions.

Communications & Marketing and Special Projects: The Communications Team plays a pivotal role in promoting LEARN's schools, programs, and services. This function falls under Organizational Support. Special Projects supports the region and agency in the design and development of new programming including supporting the building of LEARN's newest early childhood school.

Information Technology (IT): The IT office is responsible for managing the health and capacity of all technology infrastructure and software utilized by LEARN schools and programs. Additionally, this budget includes the revenues and expenditures incurred by the Technology/PowerSchool Regional Services.

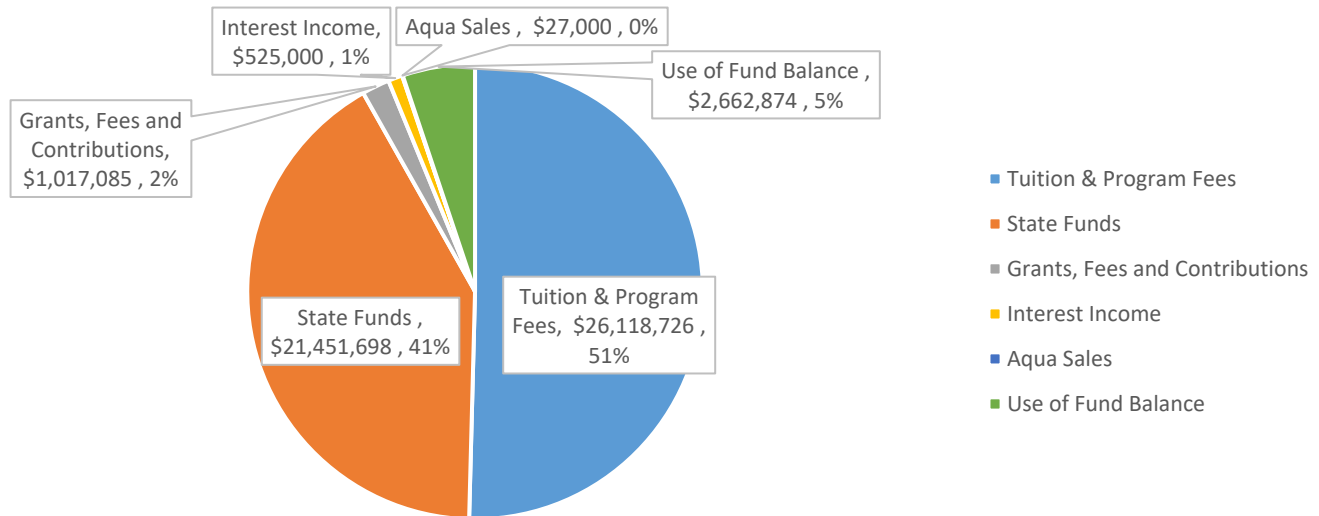
Executive Services: This segment of the budget covers the Office of the Executive Director, segments of the Deputy Executive Director, the Magnet Office, the Business Office, and the Human Resources Office.

LEARN

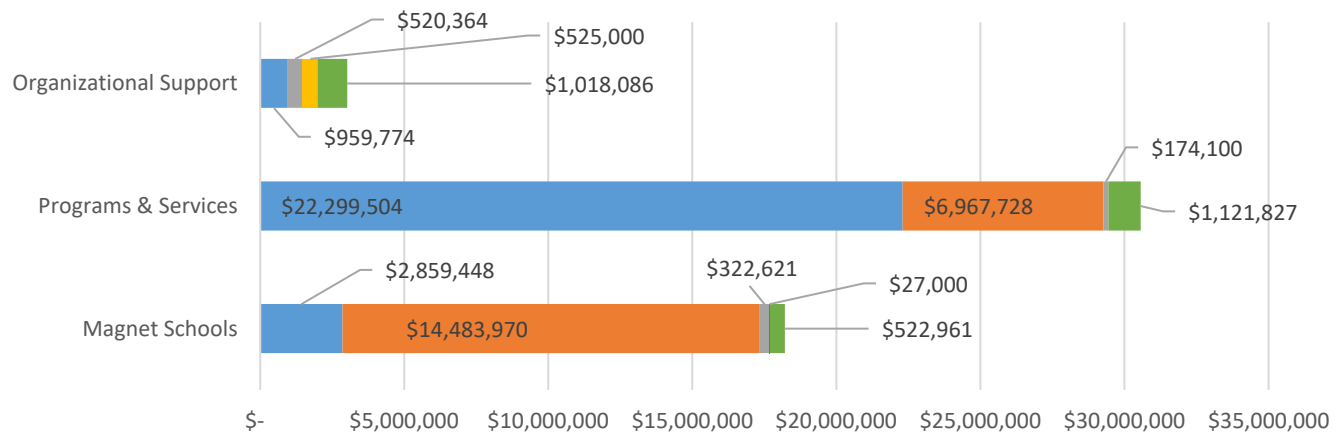
Fiscal Year 2025-2026 Proposed Budget

Agencywide Total Budget:	\$110,545,915
Operating Budget:	\$51,802,383
Non-Operating Items:	\$58,743,532

AGENCYWIDE: 2025-2026 REVENUES



AGENCYWIDE: 2025-2026 REVENUES

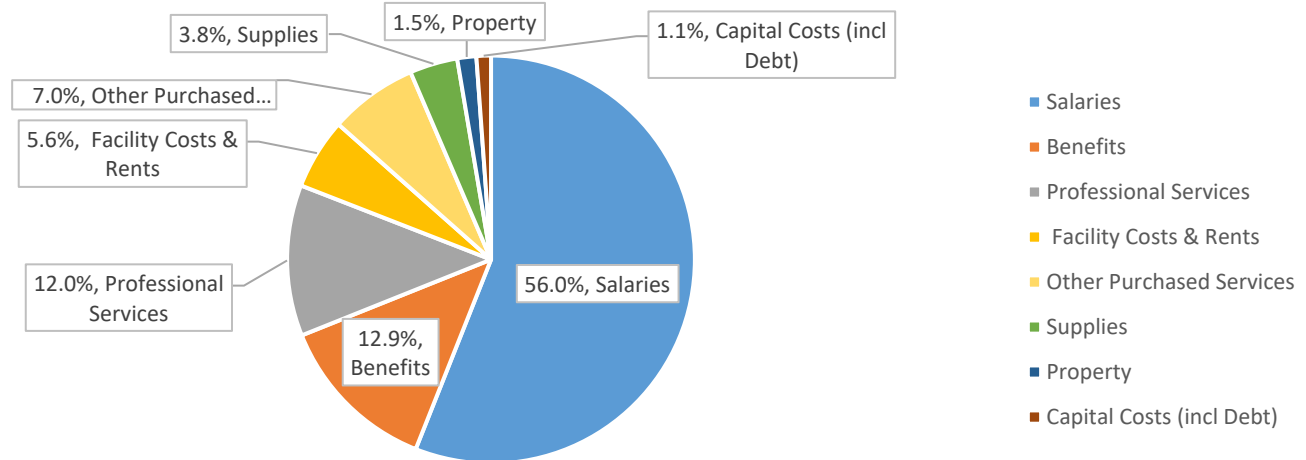


	Magnet Schools	Programs & Services	Organizational Support
Tuition & Program Fees	\$2,859,448	\$22,299,504	\$959,774
State Funds	\$14,483,970	\$6,967,728	
Grants, Fees and Contributions	\$322,621	\$174,100	\$520,364
Interest Income			\$525,000
Aqua Sales	\$27,000		
Use of Fund Balance	\$522,961	\$1,121,827	\$1,018,086

OPERATING BUDGET: SUMMARY BY DIVISION

	Magnet Schools	Programs & Services	Organizational Support	TOTAL 2025-2026 PROPOSED
REVENUES:				
Tuition & Program Fees	\$ 2,859,448	\$ 22,299,504	\$ 959,774	\$ 26,118,726
State Funds	\$ 14,483,970	\$ 6,967,728	\$ -	\$ 21,451,698
Grants, Fees and Contributions	\$ 322,621	\$ 174,100	\$ 520,364	\$ 1,017,085
Interest Income	\$ -	\$ -	\$ 525,000	\$ 525,000
Aqua Sales	\$ 27,000	\$ -	\$ -	\$ 27,000
Use of Fund Balance	\$ 522,961	\$ 1,121,827	\$ 1,018,086	\$ 2,662,874
TOTAL REVENUES	\$ 18,216,000	\$ 30,563,159	\$ 3,023,224	\$ 51,802,383
EXPENDITURES:				
Salaries, Certified	\$ 8,238,043	\$ 8,522,007	\$ 506,788	\$ 17,266,838
Salaries, Non-Certified	\$ 2,294,329	\$ 8,393,387	\$ 3,359,004	\$ 14,046,720
Employee Benefits	\$ 2,147,996	\$ 4,267,239	\$ 805,359	\$ 7,220,594
Professional Services	\$ 269,596	\$ 1,663,237	\$ 344,058	\$ 2,276,891
Administration/Management	\$ 1,634,767	\$ 2,788,220	\$ -	\$ 4,422,987
Property Services	\$ 136,016	\$ 88,300	\$ 45,000	\$ 269,316
Maintenance	\$ 1,449,428	\$ 386,871	\$ 563,767	\$ 2,400,066
Rent/Internal Rent	\$ -	\$ 219,097	\$ 252,470	\$ 471,567
Transportation/Travel	\$ 30,503	\$ 699,727	\$ 56,490	\$ 786,720
Advertising	\$ 9,740	\$ 1,650	\$ 4,575	\$ 15,965
Other Purchased Services	\$ 340,658	\$ 1,947,033	\$ 63,486	\$ 2,351,177
Insurance	\$ 127,442	\$ 60,500	\$ 186,355	\$ 374,297
Phone, Postage & Printing	\$ 118,458	\$ 121,446	\$ 152,071	\$ 391,975
Books & Supplies	\$ 154,655	\$ 495,733	\$ 28,115	\$ 678,503
Other Supplies	\$ 67,570	\$ 82,550	\$ 36,636	\$ 186,756
Utilities	\$ 881,770	\$ 138,500	\$ 152,500	\$ 1,172,770
Food for Programs	\$ 22,000	\$ 23,950	\$ 36,600	\$ 82,550
Software & Equipment	\$ 148,549	\$ 445,776	\$ 225,615	\$ 819,940
Capital Set-Aside	\$ 25,000	\$ -	\$ -	\$ 25,000
Organizational Dues	\$ 7,473	\$ 4,500	\$ 37,787	\$ 49,760
Interest & Principal Payments	\$ -	\$ -	\$ 589,535	\$ 589,535
Use of 10%/12% Admin Fee	\$ -	\$ -	\$ (4,422,987)	\$ (4,422,987)
Potential Surplus	\$ 112,007	\$ 213,436	\$ -	\$ 325,443
TOTAL EXPENDITURES	\$ 18,216,000	\$ 30,563,159	\$ 3,023,224	\$ 51,802,383
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -

AGENCYWIDE: 2025-2026 EXPENSES



	Magnet Schools	Programs & Services	Organizational Support	Total	%
Salaries, Certified	8,238,043	8,522,007	506,788	17,266,838	30.9%
Salaries, Non-Certified	2,294,329	8,393,387	3,359,004	14,046,720	25.1%
Total Salaries	10,532,372	16,915,394	3,865,792	31,313,558	56.0%
Employee Benefits	2,147,996	4,267,239	805,359	7,220,594	12.9%
Total Employee Benefits	2,147,996	4,267,239	805,359	7,220,594	12.9%
Professional Services	269,596	1,663,237	344,058	2,276,891	4.1%
Administration/Management	1,634,767	2,788,220	-	4,422,987	7.9%
Total Pro . and Tech. Services	1,904,363	4,451,457	344,058	6,699,878	12.0%
Property Services	136,016	88,300	45,000	269,316	0.5%
Maintenance	1,449,428	386,871	563,767	2,400,066	4.3%
Rent/Internal Rent	-	219,097	252,470	471,567	0.8%
Total Purch. Property Services	1,585,444	694,268	861,237	3,140,949	5.6%
Transportation/Travel	30,503	699,727	56,490	786,720	1.4%
Advertising	9,740	1,650	4,575	15,965	0.0%
Other Purchased Services	340,658	1,947,033	63,486	2,351,177	4.2%
Insurance	127,442	60,500	186,355	374,297	0.7%
Phone, Postage, & Printing	118,458	121,446	152,071	391,975	0.7%
Total Other Purchased Services	626,801	2,830,356	462,977	3,920,134	7.0%
Books & Supplies	154,655	495,733	28,115	678,503	1.2%
Other Supplies	67,570	82,550	36,636	186,756	0.3%
Utilities	881,770	138,500	152,500	1,172,770	2.1%
Food For Programs	22,000	23,950	36,600	82,550	0.1%
Total Supplies	1,125,995	740,733	253,851	2,120,579	3.8%
Software & Equipment	148,549	445,776	225,615	819,940	1.5%
Capital Set-Aside	25,000	-	-	25,000	0.0%
Total Property	173,549	445,776	225,615	844,940	1.5%
Organizational Dues	7,473	4,500	37,787	49,760	0.1%
Interest & Principal Payments	-	-	589,535	589,535	1.1%
Total Capital Costs (incl Debt)	7,473	4,500	627,322	639,295	1.1%

AGENCYWIDE OPERATING BUDGET

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 21,815,300	\$ 22,600,928	\$ 25,043,271	\$ 22,989,810	\$ 26,118,726	\$ 1,075,455	4.3%
State Funds	\$ 16,136,355	\$ 15,627,856	\$ 16,961,182	\$ 21,431,782	\$ 21,451,698	\$ 4,490,516	26.5%
Grants, Fees and Contributions	\$ 13,320,083	\$ 16,644,863	\$ 1,170,820	\$ 1,087,097	\$ 1,017,085	\$ (153,735)	(13.1%)
Interest Income	\$ 422,608	\$ 656,656	\$ 428,000	\$ 428,000	\$ 525,000	\$ 97,000	22.7%
Aqua Sales	\$ 34,886	\$ 22,619	\$ 27,000	\$ 27,000	\$ 27,000	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ 2,216,396	\$ 1,572,404	\$ 2,662,874	\$ 446,478	20.1%
TOTAL REVENUES	\$ 51,729,232	\$ 55,552,923	\$ 45,846,669	\$ 47,536,093	\$ 51,802,383	\$ 5,955,714	13.0%
EXPENDITURES:							
Salaries, Certified	\$ 22,266,807	\$ 25,380,132	\$ 15,751,351	\$ 16,378,777	\$ 17,266,838	\$ 1,515,487	9.6%
Salaries, Non-Certified	\$ 10,319,575	\$ 12,937,861	\$ 12,459,020	\$ 12,396,593	\$ 14,046,720	\$ 1,587,700	12.7%
Employee Benefits	\$ 7,264,341	\$ 6,805,581	\$ 6,110,892	\$ 6,149,240	\$ 7,220,594	\$ 1,109,702	18.2%
Professional Services	\$ 2,279,881	\$ 1,344,374	\$ 2,347,101	\$ 2,207,375	\$ 2,276,891	\$ (70,210)	(3.0%)
Administration/Management	\$ 3,461,261	\$ 3,110,853	\$ 3,952,336	\$ 4,044,137	\$ 4,422,987	\$ 470,651	11.9%
Property Services	\$ 1,476,601	\$ 233,632	\$ 466,199	\$ 180,266	\$ 269,316	\$ (196,883)	(42.2%)
Maintenance	\$ 625,871	\$ 2,196,210	\$ 1,973,573	\$ 2,382,291	\$ 2,400,066	\$ 426,493	21.6%
Rent/Internal Rent	\$ 365,093	\$ 376,803	\$ 486,786	\$ 467,419	\$ 471,567	\$ (15,219)	(3.1%)
Transportation/Travel	\$ 499,393	\$ 679,302	\$ 579,603	\$ 725,710	\$ 786,720	\$ 207,117	35.7%
Advertising	\$ 29,052	\$ 20,444	\$ 32,150	\$ 16,040	\$ 15,965	\$ (16,185)	(50.3%)
Other Purchased Services	\$ 1,757,271	\$ 1,762,691	\$ 1,918,232	\$ 2,316,417	\$ 2,351,177	\$ 432,945	22.6%
Insurance	\$ 341,096	\$ 349,017	\$ 371,857	\$ 385,996	\$ 374,297	\$ 2,440	0.7%
Phone, Postage & Printing	\$ 274,691	\$ 323,182	\$ 404,278	\$ 388,835	\$ 391,975	\$ (12,303)	(3.0%)
Books & Supplies	\$ 309,362	\$ 371,303	\$ 352,545	\$ 761,098	\$ 678,503	\$ 325,958	92.5%
Other Supplies	\$ 124,151	\$ 188,509	\$ 173,306	\$ 169,817	\$ 186,756	\$ 13,450	7.8%
Utilities	\$ 1,103,817	\$ 571,396	\$ 1,170,770	\$ 1,099,162	\$ 1,172,770	\$ 2,000	0.2%
Food for Programs	\$ 51,613	\$ 89,024	\$ 75,943	\$ 77,414	\$ 82,550	\$ 6,607	8.7%
Software & Equipment	\$ 589,190	\$ 499,501	\$ 677,298	\$ 951,829	\$ 819,940	\$ 142,642	21.1%
Capital Set-Aside	\$ 1,295,000	\$ 19,635	\$ 57,605	\$ 46,182	\$ 25,000	\$ (32,605)	(56.6%)
Organizational Dues	\$ 147,759	\$ 30,800	\$ 58,625	\$ 47,489	\$ 49,760	\$ (8,865)	(15.1%)
Interest & Principal Payments	\$ 634,790	\$ 379,535	\$ 379,535	\$ 379,535	\$ 589,535	\$ 210,000	55.3%
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of 10%/12% Admin Fee	\$ (4,838,812)	\$ (3,110,853)	\$ (3,952,336)	\$ (4,044,137)	\$ (4,422,987)	\$ (470,651)	-
Potential Surplus	\$ -	\$ -	\$ -	\$ 8,608	\$ 325,443	\$ 325,443	-
TOTAL EXPENDITURES	\$ 50,377,803	\$ 54,558,932	\$ 45,846,669	\$ 47,536,093	\$ 51,802,383	\$ 5,955,714	13.0%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 1,351,429	\$ 993,991	\$ -	\$ -	\$ -		

LEARN TOTAL AGENCYWIDE	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED
TOTAL OPERATING BUDGET:	\$ 51,729,232	\$ 55,552,923	\$ 45,846,669	\$ 47,536,093	\$ 51,802,383
NON-OPERATING ITEMS:					
Eastern CT Health & Medical Cooperative (ECHMC)	\$ 13,317,480	\$ 27,901,786	\$ 30,189,881	\$ 34,769,774	\$ 38,346,751
School Lunch Program	\$ 1,659,025	\$ 1,604,701	\$ 950,000	\$ 990,825	\$ 1,028,458
Capital Projects	\$ 7,551,515	\$ 1,548,238	\$ 6,908,830	\$ 3,908,830	\$ 19,141,955
TOTAL NON-OPERATING:	\$ 22,528,020	\$ 31,054,725	\$ 38,048,711	\$ 39,669,429	\$ 58,517,164
TOTAL AGENCYWIDE BUDGET:	\$ 74,257,252	\$ 86,607,649	\$ 83,895,380	\$ 87,205,522	\$ 110,319,547

NON-OPERATING ITEMS

The non-operating budget includes three primary sources: Eastern Connecticut Health and Medical Cooperative (ECHMC), capital projects, and food service.

Eastern Connecticut Health and Medical Cooperative (ECHMC)

- **Eastern CT Health and Medical Cooperative (ECHMC):** ECHMC is a health and medical consortium designed to mitigate health care costs. LEARN serves as the fiscal agent. For 2024-2025, the consortium includes Old Saybrook, North Stonington, Westbrook Town and Board, Region 17, Region 18, East Haddam Town and Board, Goodwin University, and LEARN.
- As of June 30, 2024, the consortium's net position was \$2,044,509.
- As of February 28, 2025, the consortium's net position was \$1,826,842.

Capital Projects

Capital Projects: As LEARN does not have the authority to levy taxes for substantial repairs and enhancements, the agency has instituted a Capital Improvement line within the budget. A comprehensive 5-year Capital Improvement Plan, with a detailed list of completed and future capital plan expenditures, is in Appendix C.

- Planned for 2025-2026 are technology replacements for students and staff at all locations and IT infrastructure updates.
- Additionally, in 2025-2026, we are estimating \$18,896,955 in expenses for the Early Childhood Center of Excellence project, with a 95% state reimbursement rate.

Food Service

Food Service: LEARN provides food services for its four magnet schools and outplacement programs. In 2023-2024, LEARN chose Whitsons Culinary Group as a food service management company through the RFP process. In 2024-2025, LEARN provided Food Service for 1,390 LEARN students.

NON-OPERATING ITEMS

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Premiums Paid (ECHMC)	\$ 13,317,480	\$ 27,901,786	\$ 30,189,881	\$ 34,769,774	\$ 38,246,751	\$ 8,056,870	26.7%
Transfers In - Schools & Programs	\$ 85,000	\$ -	\$ 57,605	\$ 46,182	\$ 25,000	\$ (32,605)	(56.6%)
Transfers In - Board Approved	\$ 610,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Intergovernmental Revenues	\$ 6,178,582	\$ 2,022,635	\$ 5,955,734	\$ 4,529,213	\$ 18,800,565	\$ 12,844,831	215.7%
Breakfast/Lunch Fees Collected	\$ 72,755	\$ 176,800	\$ 175,000	\$ 175,000	\$ 180,000	\$ 5,000	2.9%
Service Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ 2,264,203	\$ 953,504	\$ 1,670,491	\$ 149,260	\$ 1,164,848	\$ (505,643)	(30.3%)
Potential Deficit	\$ -	\$ -	\$ 27,348	\$ 296,698	\$ -	\$ (27,348)	(100.0%)
TOTAL REVENUES	\$ 22,528,020	\$ 31,054,725	\$ 38,076,059	\$ 39,966,127	\$ 58,417,164	\$ 20,341,105	53.4%
EXPENDITURES:							
Salaries, Certified	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 89,739	\$ 282,586	\$ 95,134	\$ 100,058	\$ 105,061	\$ 9,927	10.4%
Employee Benefits	\$ 21,233	\$ 20,452	\$ 17,390	\$ 22,829	\$ 23,970	\$ 6,580	37.8%
Professional Services	\$ 14,652,077	\$ 31,378,151	\$ 30,292,229	\$ 35,066,472	\$ 38,146,751	\$ 7,854,522	25.9%
Property Services	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 769	\$ 1,119	\$ 1,000	\$ 300	\$ 315	\$ (685)	(68.5%)
Other Purchased Services	\$ 565,192	\$ 6,793	\$ 285,153	\$ 1,100	\$ 1,155	\$ (283,998)	(99.6%)
Phone, Postage & Printing	\$ 5,580	\$ 1,632	\$ 7,676	\$ 200	\$ 210	\$ (7,466)	(97.3%)
Books & Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Supplies	\$ 2,658	\$ 9,973	\$ 5,000	\$ 4,715	\$ 4,951	\$ (49)	(1.0%)
Utilities	\$ -	\$ 421,093	\$ -	\$ 100,000	\$ 110,000	\$ 110,000	-
Food for Programs	\$ 589,318	\$ 1,352,027	\$ 383,600	\$ 627,798	\$ 659,188	\$ 275,588	71.8%
Software & Equipment	\$ -	\$ 91,660	\$ -	\$ -	\$ -	\$ -	-
Capital Projects	\$ 7,551,515	\$ 2,018,701	\$ 6,988,877	\$ 4,008,830	\$ 19,216,955	\$ 12,228,078	175.0%
Potential Surplus	\$ -	\$ -	\$ -	\$ 15,825	\$ 129,708	\$ 129,708	-
TOTAL EXPENDITURES	\$ 23,488,083	\$ 35,584,187	\$ 38,076,059	\$ 39,966,127	\$ 58,417,164	\$ 20,341,105	53.4%
EXCESS OF REVENUE OVER EXPENDITURES	\$ (960,062)	\$ (4,529,461)	\$ -	\$ -	\$ -		

NON-OPERATING ITEMS: SUMMARY BY PROGRAM	ECHMC	Capital Projects	Food Service	TOTAL 2025-2026 PROPOSED
REVENUES:				
Premiums Paid (ECHMC)	\$ 38,246,751	\$ -	\$ -	\$ 38,246,751
Transfers In - Programs	\$ -	\$ 25,000	\$ -	\$ 25,000
Transfers In - Fund Balance	\$ -	\$ 1,164,848	\$ -	\$ 1,164,848
Intergovernmental Revenues	\$ -	\$ 17,952,107	\$ 848,458	\$ 18,800,565
Breakfast/Lunch Fees Collected	\$ -	\$ -	\$ 180,000	\$ 180,000
Service Fees	\$ -	\$ -	\$ -	\$ -
Potential Deficit	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUES	\$ 38,246,751	\$ 19,141,955	\$ 1,028,458	\$ 58,417,164
EXPENDITURES:				
CURRENT:				
Salaries, Non Certified	\$ -	\$ -	\$ 105,061	\$ 105,061
Employee Benefits	\$ -	\$ -	\$ 23,970	\$ 23,970
Professional Services	\$ 38,146,751	\$ -	\$ -	\$ 38,146,751
Maintenance	\$ -	\$ -	\$ 14,700	\$ 14,700
Transportation/Travel	\$ -	\$ -	\$ 315	\$ 315
Other Purchased Services	\$ -	\$ -	\$ 1,155	\$ 1,155
Insurance	\$ -	\$ -	\$ 4,200	\$ 4,200
Phone, Postage & Printing	\$ -	\$ -	\$ 210	\$ 210
Other Supplies	\$ -	\$ -	\$ 4,951	\$ 4,951
Utilities	\$ -	\$ -	\$ 110,000	\$ 110,000
Food For Programs	\$ -	\$ -	\$ 659,188	\$ 659,188
Capital Projects	\$ -	\$ 19,141,955	\$ 75,000	\$ 19,216,955
Potential Surplus	\$ -	\$ -	\$ 29,708	\$ 29,708
TOTAL EXPENDITURES	\$ 38,146,751	\$ 19,141,955	\$ 1,028,458	\$ 58,317,164
EXCESS OF REVENUE OVER EXPENDITURES	\$ 100,000	\$ -	\$ -	\$ 100,000

SERIES DESCRIPTIONS

100 SERIES: SALARIES

Description & Expenses

The 100 series consists of wages paid to employees of LEARN. Certified salaries include wages for teachers, administrators, coaches, and any certified staff, including roles at central office. Non-certified salaries include wages for instructional staff, secretaries, office managers, and any non-certified staff, including roles at central office. Both certified and non-certified categories include pay for sick leave, vacation, professional days.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Salaries, Certified	8,238,043	8,522,007	506,788	17,266,838
Salaries, Non-Certified	2,294,329	8,393,387	3,359,004	14,046,720
100's Total:	10,532,372	16,915,394	3,865,792	31,313,558

2025-2026 Updates

- The total salaries have increased from \$28,210,371 projected for 2024-2025 to \$31,313,558 proposed for 2025-2026, representing an 8.8% increase. This increase includes staff funded by MSAP grants:
 - At The Friendship School (TFS) this includes 1.0 FTE Magnet Theme Coach, and 1.0 FTE Instructional Coach through MSAP LEAP.
 - At Marine Science Magnet High School (MSMHS) this includes 1.0 FTE Magnet Theme Coach, 1.0 FTE Writing teacher, 0.5 FTE Certifies tutor through MSAP LEAP.
 - At Regional Multicultural Magnet School (RMMS) includes 1.0 FTE Magnet Theme Coach, and 1.0 FTE Technology Teacher through MSAP SOARS.
 - In Communications/Marketing and Special Projects this includes 1.0 FTE Regional Magnet Coordinators through MSAP SOARS.
- In addition to staffing increases related to MSAP LEAP/SOARS program, the grade-level changes required an additional 1.0 FTE TESOL position at RMMS and 0.5 FTE MLL support at TFS.
- LEARN's contracts with The LEARN Administrators Organization (LAO) and LEARN Educational Association (LEA) began on July 1, 2024, and extend through June 30, 2027.
- The staffing in Student Support Services increased from 217.4 FTE budgeted for 2024-2025 to 224.95 FTE budgeted for 2025-2026.
- Organizational Support will reduce by 0.7 FTE in 2025-2026 due to not hiring a fingerprinting specialist and reallocating funds to cover portions of staff salaries that are connected to Food Service.

SERIES DESCRIPTIONS

200 SERIES: BENEFITS

Description & Expenses

The 200 series consists of amounts paid by LEARN on behalf of employees. These payments constitute fringe benefits not directly received by employees but integral to the overall cost of personnel services. Expenses in this category include taxes, workers' compensation, health and life insurance, social security contributions (for applicable employees), employer contributions to retirement plans, and employee tuition reimbursement.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Employee Benefits	2,147,996	4,267,239	805,359	7,220,594
200's Total:	2,147,996	4,267,239	805,359	7,220,594

2025-2026 Updates

- For 2024-2025, workers' compensation and unemployment were 0.5% each, total of 1% for July through December. For January through June the worker's compensation and unemployment were 0.25% each, total of 0.5%. LEARN's proprietary fund as of June 30, 2024, is \$1,369,580. This reduction to 0.5% strategically decreases this fund balance to the optimal range level of \$300,000 to \$500,000.
- For 2025-2026, worker's compensation and unemployment will continue at 0.25% each, total of 0.5%.
- LEARN aggregated the total insurance related costs and charged schools and offices an amount based on eligible employees. For 2024-2025, the cost per eligible employee was \$9,300. For 2025-2026, the cost per eligible employee will be \$10,100, an 8.6% increase from the previous year.
- For 2025-2026, LEARN will contribute 4.00% of the annual base salary to all non-TRB eligible employees. This amount will be determined using the base salary earned for 2025-2026. The only restriction to the LEARN employer contribution is that the employee must open a 403(b) account prior to June 30, 2026.

SERIES DESCRIPTIONS

300 SERIES: PROFESSIONAL AND TECHNICAL SERVICES

Description & Expenses

The 300 series consists of services that can only be performed by people or firms with specialized skills and knowledge. Although a product may or may not result from the transaction, the primary reason for the purchase is the service provided. This series also includes LEARN's administration fee charged to magnet schools, programs, and services.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Professional Services	269,596	1,663,237	344,058	2,276,891
Administration/Management	1,634,767	2,788,220	-	4,422,987
300's Total:	1,904,363	4,451,457	344,058	6,699,878

2025-2026 Updates

- Professional Services highlights include:
 - College Board Testing
 - Medical Advisor and Behavioral Consultants
 - Professional development for staff (Magnet Schools of America Conferences, Association of Educational Service Agencies Conference, Tyler Technologies Conference, and various local and national conferences)
 - Professional services providing enrichment opportunities for students (Project Oceanology and New England Science and Sailing)
 - Consultants in specialized professional industries such as architects, auditors, engineers, lawyers, and medical doctors
- For 2025-2026, due to the lack of increase in state and local tuition funding, LEARN will continue to charge Magnet Schools a reduced administrative fee of 10%. The fee for Programs & Services will remain at 12%.

SERIES DESCRIPTIONS

400 SERIES: PURCHASED PROPERTY SERVICES

Description & Expenses

The 400 series consists of services performed (sometimes including products delivered) by contractors/vendors to operate, repair, maintain, and rent property, as well as general services to support academic programs.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Property Services	136,016	88,300	45,000	269,316
Maintenance	1,449,428	386,871	563,767	2,400,066
Rent/Internal Rent	-	219,097	252,470	471,567
400's Total:	1,585,444	694,268	861,237	3,140,949

2025-2026 Updates

- Professional Services are services purchased to operate property owned and property used by LEARN. Expenses include, but are not limited to pest control, grease trap pumping, and elevator inspections.
- Included in Maintenance is the SSC Services for Education contract for the maintenance and custodial services of all LEARN buildings. The 2025-2026 budget includes an estimated 4% increase over the prior year. Other costs included as part of Maintenance are external vendors for plumbing, playscape, elevator, and electrical maintenance.
- Programs & Services' rent costs include the expense of rental space for the LEARN Transition Academy located in Niantic, CT. Additionally, Programs & Services also includes the per FTE rent fee charged to programs located within the central office building. This rent fee supports the cost of building expenses, including utilities.

SERIES DESCRIPTIONS

500 SERIES: OTHER PURCHASED SERVICES

Description & Expenses

The 500 series consists of services performed (sometimes including products delivered) by contractors/vendors that are not categorized as professional or property services.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Transportation/Travel	30,503	699,727	56,490	786,720
Advertising	9,740	1,650	4,575	15,965
Other Purchased Services	340,658	1,947,033	63,486	2,351,177
Insurance	127,442	60,500	186,355	374,297
Phone, Postage & Printing	118,458	121,446	152,071	391,975
500's Total:	626,801	2,830,356	462,977	3,920,134

2025-2026 Updates

- Transportation for Programs & Services includes the expense of transporting students to LEARN schools. This transportation expense is offset by the School Choice Transportation Grant. Both revenue and expenses are included in the Transportation budget.
- Other Purchased Services include:
 - Student tuition paid by Three Rivers Middle College Magnet High School (TRMC) to Three Rivers Community College (TRMCC). For 2025-2026 that tuition is estimated to be \$286,000.
 - The Early Childhood Education Department's (ECE) budget is included within Programs & Services. Within that ECE budget is School Readiness. For 2025-2026, the School Readiness pass thru is estimated to be \$1,878,013.
- LEARN's agencywide advertising budget is included under Organizational Support. Magnet Schools have a small advertising budget for school specific marketing.

SERIES DESCRIPTIONS

600 SERIES: SUPPLIES

Description & Expenses

The 600 series consists of amounts paid for consumable products used in the operation of educational programs and facilities.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Books & Supplies	154,655	495,733	28,115	678,503
Other Supplies	67,570	82,550	36,636	186,756
Utilities	881,770	138,500	152,500	1,172,770
Food For Programs	22,000	23,950	36,600	82,550
600's Total:	1,125,995	740,733	253,851	2,120,579

2025-2026 Updates

- There is a decrease in Magnet Schools Books & Supplies from \$176,655 in 2024-2025 to \$154,655 in 2025-2026. Books & Supplies include instructional supplies, administrative supplies, textbooks, and technology supplies.
- Other Supplies are comprised of maintenance supplies, nursing supplies, and other supplies with the purpose of performing hands-on assignments or to reinforce topics in the classroom. Other Supplies are budgeted at \$186,756 for 2025-2026, an increase from \$173,306 in 2024-2025.
- Food for Programs at the Organizational Support level includes food for meetings and events hosted at central office.

SERIES DESCRIPTIONS

700 SERIES: PROPERTY

Description & Expenses

The 700 series consists of amounts paid for consumable products used in the operation of educational programs and facilities.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Software & Equipment	148,549	445,776	225,615	819,940
Capital Set-Aside	25,000	-	-	25,000
700's Total:	173,549	445,776	225,615	844,940

2025-2026 Updates

- Software includes initial costs, additional costs for new modules, replacement, maintenance and/or support agreements, and modification costs associated with LEARN's purchased tangible software. At the Magnet Schools these costs include PowerSchool, School Links, library management software, and various instructional software programs. Organizational Support costs include Enterprise ERP (accounting software), TimeClock, and employee training software, among other tools.
- Equipment purchases outside of the 5-Year Capital Improvement Plan are charged to the school or program. Equipment includes large technology, furniture, and/or permanent fixtures.
- Capital Set-Aside is a contribution to the 5-Year Capital Improvement Plan by the Magnet Schools. For 2025-2026, the contributions are less than prior years due to the lack of an increase in local and state tuition funding. RMMS is budgeting to contribute \$25,000.

SERIES DESCRIPTIONS

800 SERIES: MISCELLANEOUS/ OTHER

Description & Expenses

The 800 series consist of goods, services, and items not otherwise classified.

	Magnet Schools	Programs & Services	Organizational Support	Total 2025-2026
Organizational Dues	7,473	4,500	37,787	49,760
Interest & Principal Payments	-	-	589,535	589,535
800's Total:	7,473	4,500	627,322	639,295

2025-2026 Updates

- Organizational Support pays the full interest and principal payments of the Ocean Avenue LEARNing Academy loan. For 2025-2026, we are also estimating paying \$210,000 for short term borrowings for the Danielson Avenue project.
- Organizational Dues includes membership to professional organizations, e.g., Magnet Schools of America (MSA), Connecticut Association of School Business Officials (CASBO), Connecticut Association of Boards of Education (CABE), Connecticut Association of Public School Superintendents (CAPSS), Association of Educational Service Agencies (AESAs) and various other local and national organizations.

LEARN

Fiscal Year 2025-2026 Proposed Budget

LEARN Magnet Schools

Total Budget: \$18,216,000

LEARN MAGNET SCHOOLS

LEARN Magnet Schools

LEARN operates four magnet schools in Southeastern Connecticut:

The Friendship School (TFS): TFS stands out as a premier early childhood institution serving prekindergarten and kindergarten aged children. The school cultivates a lifelong passion for learning through a museum-based theme that emphasizes exploration, curiosity, and leadership.

The Regional Multicultural Magnet School (RMMS): RMMS continues to uphold its legacy of inclusivity and diversity, proudly standing as Connecticut's inaugural magnet elementary school (Grade 1-6). The RMMS community remains dedicated to honoring cultural diversity, empowering each learner, and nurturing individuals committed to positive societal change.

The Marine Science Magnet High School (MSMHS): MSMHS has evolved into one of Connecticut's most rigorous public educational establishments. Anchored in equity and sustainability, MSMHS has made a significant mark on the field of education. The school's commitment to a progressive and challenging curriculum, combined with a supportive school culture, has garnered attention from the U.S. Department of Education that named MSMHS a 2023 National Blue Ribbon School. Additionally, U.S. News and World Report recognized MSMHS as the #1 high school in the state. The school, serving Grades 9-12, inspires students to excel academically and contribute meaningfully to the global community, while also building a sense of stewardship for a more sustainable and equitable future.

Three Rivers Middle College (TRMC) Magnet High School: TRMC offers 11th and 12th grade students the unique opportunity for dual enrollment, allowing them to earn college credits while still in high school. TRMC prepares a broad spectrum of students to be college and career ready by fostering a nurturing environment that creates student ownership of their own learning. The TRMC professional learning community is committed to a curriculum of academic rigor, skill acquisition, and character development essential for success in the 21st century.

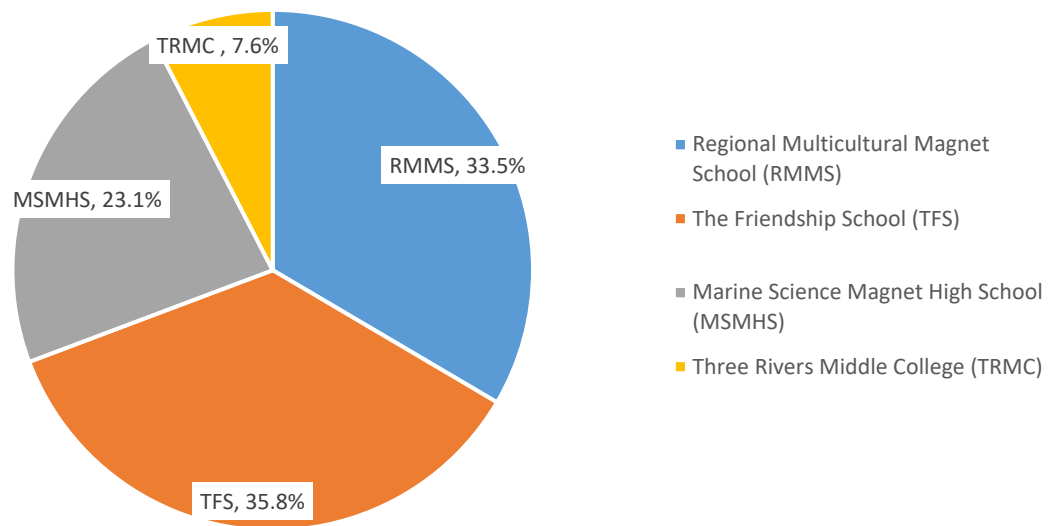
Updates for 2025-2026

- Due to impending state legislation concentrated on local tuition for magnet schools, LEARN was not able to increase its tuition for the 2024-2025 school year. At the time of creating this budget book, LEARN is still uncertain about the total funding structure for magnet schools in 2025-2026. This budget assumes receiving the same funding as in 2024-2025.
- As part of reimagining LEARN's Family of Schools, the agency will transition from operating two separate elementary magnet school programs to a prekindergarten through grade 8 magnet pathway. Not only will this move address concerns of families about lack of a LEARN middle school magnet option, but it will also strengthen sustainability plans by addressing the grade level shift in state funding. Additionally, reducing the number of available prekindergarten seats in LEARN magnet schools will alleviate the strain on budgets created by the required prekindergarten staffing ratios.
- For 2025-2026, due to the lack of increase in state and local tuition funding, LEARN will continue to charge a reduced administration fee to 10% (from 12%) for all LEARN magnet schools.

LEARN MAGNET SCHOOLS - BY SCHOOL

	The Friendship School	Regional Multicultural Magnet School	Marine Science Magnet High School	Three Rivers Middle College	MAGNET SCHOOLS 2025-2026 PROPOSED
REVENUES:					
Tuition & Program Fees	\$ 423,340	\$ 1,073,625	\$ 1,022,175	\$ 340,308	\$ 2,859,448
State Funds	\$ 5,550,970	\$ 4,899,955	\$ 3,024,725	\$ 1,008,320	\$ 14,483,970
Grants, Fees, & Contributions	\$ 163,562	\$ 125,082	\$ -	\$ 33,977	\$ 322,621
Interest Income	\$ -	\$ -	\$ -	\$ -	\$ -
Aqua Sales	\$ -	\$ -	\$ 27,000	\$ -	\$ 27,000
Use of Fund Balance	\$ 381,334	\$ -	\$ 141,627	\$ -	\$ 522,961
TOTAL REVENUES	\$ 6,519,206	\$ 6,098,662	\$ 4,215,527	\$ 1,382,605	\$ 18,216,000
EXPENDITURES:					
Salaries, Certified	\$ 2,745,990	\$ 2,690,572	\$ 2,181,003	\$ 620,478	\$ 8,238,043
Salaries, Non-Certified	\$ 1,187,009	\$ 794,492	\$ 240,989	\$ 71,839	\$ 2,294,329
Employee Benefits	\$ 917,098	\$ 706,590	\$ 406,636	\$ 117,672	\$ 2,147,996
Professional Services	\$ 66,725	\$ 73,202	\$ 95,850	\$ 33,819	\$ 269,596
Administration/Management	\$ 596,749	\$ 536,799	\$ 377,273	\$ 123,946	\$ 1,634,767
Property Services	\$ 21,271	\$ 41,492	\$ 36,253	\$ 37,000	\$ 136,016
Maintenance	\$ 496,263	\$ 519,346	\$ 431,268	\$ 2,551	\$ 1,449,428
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -
Transportation/Travel	\$ 200	\$ 4,001	\$ 16,200	\$ 10,102	\$ 30,503
Advertising	\$ -	\$ 1,500	\$ 1,000	\$ 7,240	\$ 9,740
Other Purchased Services	\$ 33,493	\$ 9,665	\$ 11,500	\$ 286,000	\$ 340,658
Insurance	\$ 20,000	\$ 48,498	\$ 52,244	\$ 6,700	\$ 127,442
Phone, Postage, & Printing	\$ 18,226	\$ 45,532	\$ 51,000	\$ 3,700	\$ 118,458
Books & Supplies	\$ 26,000	\$ 50,126	\$ 46,000	\$ 32,529	\$ 154,655
Other Supplies	\$ 17,370	\$ 27,100	\$ 21,550	\$ 1,550	\$ 67,570
Utilities	\$ 331,370	\$ 351,400	\$ 199,000	\$ -	\$ 881,770
Food for Programs	\$ 5,000	\$ 6,000	\$ 4,000	\$ 7,000	\$ 22,000
Software & Equipment	\$ 35,967	\$ 54,865	\$ 38,520	\$ 19,197	\$ 148,549
Capital Set-Aside	\$ -	\$ 25,000	\$ -	\$ -	\$ 25,000
Organizational Dues	\$ 475	\$ 475	\$ 5,241	\$ 1,282	\$ 7,473
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -
Deferred Revenue	\$ -	\$ -	\$ -	\$ -	\$ -
Potential Surplus	\$ -	\$ 112,007	\$ -	\$ -	\$ 112,007
TOTAL EXPENDITURES	\$ 6,519,206	\$ 6,098,662	\$ 4,215,527	\$ 1,382,605	\$ 18,216,000
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -

LEARN MAGNET SCHOOLS: 2025-2026 REVENUES



	RMMS	TFS	MSMHS	TRMC	Total	%
Tuition & Program Fees	1,073,625	1,068,310	1,022,175	340,308	3,504,418	19.24%
State Funds	4,899,955	4,916,200	3,024,725	1,008,320	13,849,200	76.03%
Grants, Fees, & Contributions	125,082	153,362	-	33,977	312,421	1.72%
Aqua Sales	-	-	27,000	-	27,000	0.15%
Use of Fund Balance	-	381,334	141,627	-	522,961	2.87%

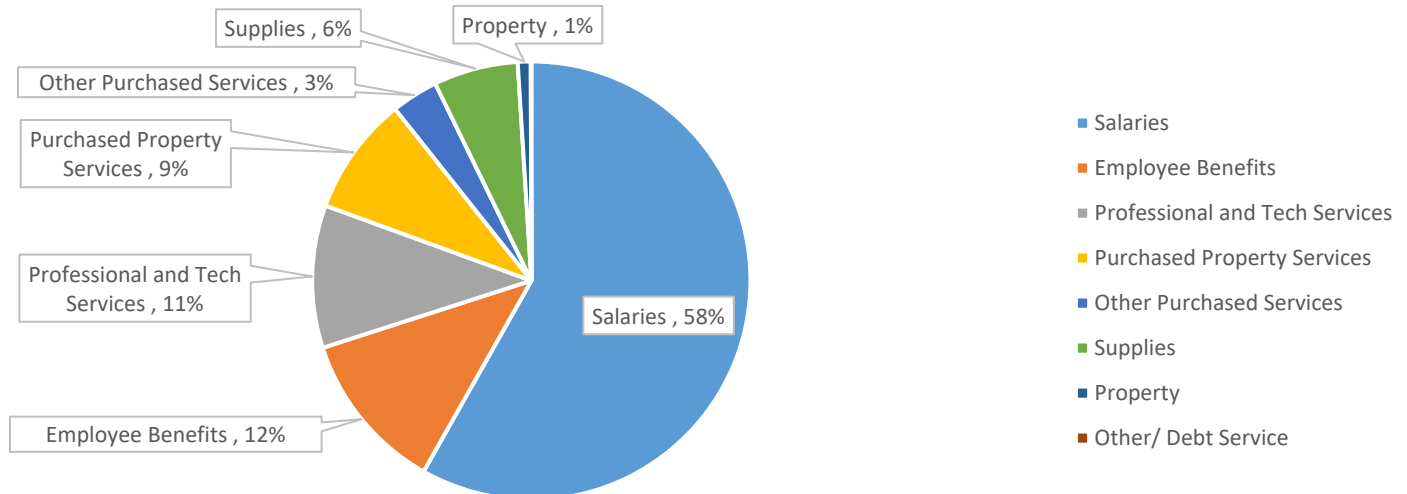
Total Revenue	6,098,662	6,519,206	4,215,527	1,382,605	18,216,000	
Percentage	33.5%	35.8%	23.1%	7.6%	100.0%	

2025-2026 Enrollment Estimate	485	470	275	92	1,322	
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LEARN MAGNET SCHOOLS

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 4,675,776	\$ 4,449,367	\$ 4,561,283	\$ 2,616,137	\$ 2,859,448	\$ (1,701,835)	(37.3%)
State Funds	\$ 11,940,906	\$ 11,968,815	\$ 12,042,903	\$ 14,449,142	\$ 14,483,970	\$ 2,441,067	20.3%
Grants, Fees, & Contributions	\$ 342,756	\$ 177,236	\$ 337,945	\$ 355,699	\$ 322,621	\$ (15,324)	(4.5%)
Interest Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Aqua Sales	\$ 34,886	\$ 22,619	\$ 27,000	\$ 27,000	\$ 27,000	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ 405,677	\$ -	\$ 522,961	\$ 117,284	28.9%
TOTAL REVENUES	\$ 16,994,324	\$ 16,618,036	\$ 17,374,808	\$ 17,447,978	\$ 18,216,000	\$ 841,192	4.8%
EXPENDITURES:							
Salaries, Certified	\$ 7,686,994	\$ 7,582,226	\$ 8,159,375	\$ 7,977,144	\$ 8,238,043	\$ 78,668	1.0%
Salaries, Non-Certified	\$ 1,953,875	\$ 2,071,545	\$ 2,178,895	\$ 2,229,462	\$ 2,294,329	\$ 115,434	5.3%
Employee Benefits	\$ 2,030,917	\$ 1,706,071	\$ 1,971,742	\$ 1,957,979	\$ 2,147,996	\$ 176,254	8.9%
Professional Services	\$ 221,569	\$ 204,979	\$ 175,642	\$ 300,939	\$ 269,596	\$ 93,954	53.5%
Administration/Management	\$ 1,698,625	\$ 1,277,749	\$ 1,564,285	\$ 1,577,012	\$ 1,634,767	\$ 70,482	4.5%
Property Services	\$ 934,263	\$ 66,446	\$ 121,249	\$ 131,516	\$ 136,016	\$ 14,767	12.2%
Maintenance	\$ 302,078	\$ 1,279,871	\$ 1,259,556	\$ 1,372,764	\$ 1,449,428	\$ 189,872	15.1%
Rent/Internal Rent	\$ 6,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 26,591	\$ 18,715	\$ 38,600	\$ 33,504	\$ 30,503	\$ (8,097)	(21.0%)
Advertising	\$ 17,205	\$ 6,740	\$ 4,500	\$ 9,740	\$ 9,740	\$ 5,240	116.4%
Other Purchased Services	\$ 224,105	\$ 262,972	\$ 232,561	\$ 343,455	\$ 340,658	\$ 108,097	46.5%
Insurance	\$ 108,705	\$ 111,968	\$ 130,942	\$ 129,541	\$ 127,442	\$ (3,500)	(2.7%)
Phone, Postage, & Printing	\$ 90,508	\$ 108,885	\$ 107,470	\$ 135,125	\$ 118,458	\$ 10,988	10.2%
Books & Supplies	\$ 139,203	\$ 183,566	\$ 176,655	\$ 177,155	\$ 154,655	\$ (22,000)	(12.5%)
Other Supplies	\$ 62,797	\$ 67,892	\$ 69,555	\$ 66,320	\$ 67,570	\$ (1,985)	(2.9%)
Utilities	\$ 875,781	\$ 358,270	\$ 919,270	\$ 815,312	\$ 881,770	\$ (37,500)	(4.1%)
Food for Programs	\$ 26,158	\$ 25,693	\$ 25,000	\$ 28,700	\$ 22,000	\$ (3,000)	(12.0%)
Software & Equipment	\$ 154,908	\$ 115,076	\$ 165,818	\$ 108,656	\$ 148,549	\$ (17,269)	(10.4%)
Capital Set-Aside	\$ 85,000	\$ 19,635	\$ 57,605	\$ 46,182	\$ 25,000	\$ (32,605)	(56.6%)
Organizational Dues	\$ 8,462	\$ 17,354	\$ 16,088	\$ 7,472	\$ 7,473	\$ (8,615)	(53.5%)
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ 112,007	\$ 112,007	-
TOTAL EXPENDITURES	\$ 16,653,742	\$ 15,485,654	\$ 17,374,808	\$ 17,447,978	\$ 18,216,000	\$ 841,192	4.8%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 340,582	\$ 1,132,382	\$ -	\$ -	\$ -		

LEARN MAGNET SCHOOLS: 2025-2026 EXPENSES



	RMMS	TFS	MSMHS	TRMC	Total	%
Salaries, Certified	2,690,572	2,745,990	2,181,003	620,478	8,238,043	45.5%
Salaries, Non-Certified	794,492	1,187,009	240,989	71,839	2,294,329	12.7%
Total Salaries	3,485,064	3,932,999	2,421,992	692,317	10,532,372	58.2%
Employee Benefits	706,590	917,098	406,636	117,672	2,147,996	11.9%
Total Employee Benefits	706,590	917,098	406,636	117,672	2,147,996	11.9%
Professional Services	73,202	66,725	95,850	33,819	269,596	1.5%
Administration/Management	536,799	596,749	377,273	123,946	1,634,767	9.0%
Total Prof. and Tech. Services	610,001	663,474	473,123	157,765	1,904,363	10.5%
Property Services	41,492	21,271	36,253	37,000	136,016	0.8%
Maintenance	519,346	496,263	431,268	2,551	1,449,428	8.0%
Total Purch. Property Services	560,838	517,534	467,521	39,551	1,585,444	8.8%
Transportation/Travel	26,591	18,715	38,600	33,504	30,503	0.2%
Advertising	17,205	6,740	4,500	9,740	9,740	0.1%
Other Purchased Services	224,105	262,972	232,561	343,455	340,658	1.9%
Insurance	108,705	111,968	130,942	129,541	127,442	0.7%
Phone, Postage, & Printing	90,508	108,885	107,470	135,125	118,458	0.7%
Total Other Purchased Services	467,114	509,280	514,073	651,365	626,801	3.5%
Books & Supplies	50,126	26,000	46,000	32,529	154,655	0.9%
Other Supplies	27,100	17,370	21,550	1,550	67,570	0.4%
Utilities	351,400	331,370	199,000	-	881,770	4.9%
Food For Programs	6,000	5,000	4,000	7,000	22,000	0.1%
Total Supplies	434,626	379,740	270,550	41,079	1,125,995	6.2%
Software & Equipment	54,865	35,967	38,520	19,197	148,549	0.8%
Capital Set-Aside	25,000	-	-	-	25,000	0.1%
Total Property	79,865	35,967	38,520	19,197	173,549	1.0%
Organizational Dues	475	475	5,241	1,282	7,473	0.0%
Total Other/Debt Service	475	475	5,241	1,282	7,473	0.0%

HISTORICAL TUITION RATES & STUDENT POPULATION

LEARN Magnet Tuitions	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Regional Multicultural Magnet School	\$ 3,074	\$ 3,120 1.5% increase	\$ 3,167 1.51% increase	\$ 3,230 1.99% increase	\$ 3,319 Additional 2.76%	\$ 1,925 42% decrease	\$ 1,925 No change
Marine Science Magnet High School	\$ 5,980	\$ 6,070 1.5% increase	\$ 6,131 1.0% increase	\$ 6,253 2.0% increase	\$ 6,409 Additional 2.49%	\$ 3,717 42% decrease	\$ 3,717 No change
Three Rivers Middle College Magnet High School	\$ 5,980	\$ 6,070 1.5% increase	\$ 6,131 1.0% increase	\$ 6,253 2.0% increase	\$ 6,378 Additional 2.00%	\$ 3,699 42% decrease	\$ 3,699 No change
The Friendship School	\$ 3,960	\$ 4,053 2.3% increase	\$ 4,053	\$ 4,053	\$ 4,053	\$ 2,351 42% decrease	\$2,351 (PreK) \$1,925 (K)
State contribution to each school	\$ 8,058 2.0% increase	\$ 8,058	\$ 8,058	\$ 8,058	\$ 8,058	\$ 10,631 Average	\$ 10,631 Average

Total Per-Pupil Tuitions	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Regional Multicultural Magnet School	\$ 11,132	\$ 11,178	\$ 11,225	\$ 11,288	\$ 11,377	\$ 12,028	\$ 12,028
Marine Science Magnet High School	\$ 14,038	\$ 14,128	\$ 14,189	\$ 14,311	\$ 14,467	\$ 10,999	\$ 10,999
Three Rivers Middle College Magnet High School	\$ 14,038	\$ 14,128	\$ 14,189	\$ 14,311	\$ 14,436	\$ 10,959	\$ 10,959
The Friendship School	\$ 12,018	\$ 12,111	\$ 12,111	\$ 12,111	\$ 12,111	\$ 12,811	\$12,811 (PreK) \$12,385 (K)

STUDENT COUNT @ 10/1	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Regional Multicultural Magnet School	464 of 505 reduc in class	463 of 488	500 of 502	495 of 501	494 of 495	469	485
<i>* shows number of tuition paying students vs full student count (difference due to tuition caps)</i>							
Marine Science Magnet High School	272	271	271	271	271	274	275
Three Rivers Middle College Magnet High School	67	67	67	79	81	92	92
The Friendship School	503	451 plus 2 1076-E	503	484	459	460	470
Magnet Student Total	1,495	1,277	1,343	1,335	1,306	1,295	1,322

LEARN MAGNET SCHOOLS

THE FRIENDSHIP SCHOOL (TFS)

School Demographics & Tuition

- **Grades Served:** Prekindergarten and Kindergarten
- **2025-2026 Enrollment Estimate:** 470
- **2024-2025 Number of Towns Served:** 18 towns
- **2025-2026 Staff FTE Estimate:** 74.70
- **2025-2026 Tuition:**
 - **Local Tuition Prekindergarten:** \$2,351, **Local Tuition Kindergarten:** \$1,925
 - **Estimated State Tuition:** \$10,460
 - **Total Prekindergarten:** \$12,811 **Total Kindergarten:** \$12,385



2025-2026 Revenue Sources

- **Tuition and Program Fees: \$423,340**
 - \$211,590 Tuition paid by families for prekindergarten (90 students at \$2,351)
 - \$211,750 Tuition for Kindergarten paid by town (110 students at \$1,925)
- **State Funds: \$5,550,970**
 - \$4,916,200 State Tuition for all students (470 students at \$10,460)
 - \$634,770 Tuition paid by state for prekindergarten (270 students at \$2,351)
- **Grants, Fees, and Other Contributions: \$163,562**
 - \$153,362 Title I (estimate)
 - \$10,200 Carelot Clubhouse at The Friendship School
- **Use of Fund Balance: \$381,334**

Budget Narrative

- **For the 2025-2026 school year** TFS will begin the transition to a Grade PK-2 school. Beginning in 2025-2026, TFS will add kindergarten.
- **Tuition:** For prekindergarten students, local tuition is paid by families. Prekindergarten special education charges are the responsibility of the sending district. If a family is below the state's income threshold, they are eligible for a tuition waiver, and tuition will then be paid by the state. Historically, approximately 25% of families pay tuition, and 75% of families qualify for a waiver. This same allocation is used for the 2025-2026 budget.
- **Magnet Schools Assistance Program LEAP (MSAP LEAP):** TFS was the recipient of the MSAP LEAP grant, which supports thematic and systemic revisions at the school as well as student enrollment goals. These funds will support the school's ongoing development of a museum theme and introduction of a dual language immersion option for students. This grant is awarded for a five-year period, beginning in October 2022 through September 2028. The grant budget is presented under "Programs & Services" in the budget package; no amounts related to MSAP are included above.
- **74.4% of funds in the TFS budget are allocated to salaries and benefits.** Early childhood classrooms require a 1:10 adult to student ratio for safety and supervision throughout the day. This year marks the first year of PK class reduction from 23 PK classrooms (11 PK 3 and 12 PK4) to 18 PK classrooms (7 PK3 and 11 PK4), along with five new kindergarten classrooms. Ultimately, the inclusion of grades 1 and 2 will allow TFS to reduce their staffing model.
- **The addition of kindergarten** also requires the addition of Multilanguage Learner supports resulting in the addition of a .5FTE MLL teacher.

THE FRIENDSHIP SCHOOL (excludes MSAP LEAP grant)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 749,021	\$ 386,634	\$ 466,095	\$ 204,537	\$ 423,340	\$ (42,755)	(9.2%)
State Funds	\$ 5,083,548	\$ 5,335,583	\$ 5,104,965	\$ 5,688,523	\$ 5,550,970	\$ 446,005	8.7%
Grants, Fees, & Contributions	\$ 165,833	\$ 142,915	\$ 153,115	\$ 196,639	\$ 163,562	\$ 10,447	6.8%
Aqua Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ 405,677	\$ -	\$ 381,334	\$ (24,343)	(6.0%)
TOTAL REVENUES	\$ 5,998,402	\$ 5,865,132	\$ 6,129,852	\$ 6,089,699	\$ 6,519,206	\$ 389,354	6.4%
EXPENDITURES:							
Salaries, Certified	\$ 2,500,166	\$ 2,298,324	\$ 2,622,065	\$ 2,506,645	\$ 2,745,990	\$ 123,925	4.7%
Salaries, Non-Certified	\$ 987,783	\$ 1,099,343	\$ 1,112,528	\$ 1,185,354	\$ 1,187,009	\$ 74,481	6.7%
Employee Benefits	\$ 854,092	\$ 722,528	\$ 824,461	\$ 819,821	\$ 917,098	\$ 92,637	11.2%
Professional Services	\$ 57,133	\$ 50,558	\$ 51,595	\$ 89,767	\$ 66,725	\$ 15,130	29.3%
Administration/Management	\$ 610,778	\$ 463,745	\$ 561,941	\$ 559,310	\$ 596,749	\$ 34,808	6.2%
Property Services	\$ 322,701	\$ 8,797	\$ 17,371	\$ 17,371	\$ 21,271	\$ 3,900	22.5%
Maintenance	\$ 70,761	\$ 448,203	\$ 423,286	\$ 451,461	\$ 496,263	\$ 72,977	17.2%
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 176	\$ 6	\$ 200	\$ 200	\$ 200	\$ -	-
Advertising	\$ 3,423	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ 15,871	\$ 12,121	\$ 33,492	\$ 33,492	\$ 33,493	\$ 1	0.0%
Insurance	\$ 19,957	\$ 19,733	\$ 23,500	\$ 22,099	\$ 20,000	\$ (3,500)	(14.9%)
Phone, Postage, & Printing	\$ 18,070	\$ 28,457	\$ 18,226	\$ 22,025	\$ 18,226	\$ -	-
Books & Supplies	\$ 31,052	\$ 27,316	\$ 25,500	\$ 26,000	\$ 26,000	\$ 500	2.0%
Other Supplies	\$ 10,596	\$ 14,273	\$ 18,370	\$ 18,370	\$ 17,370	\$ (1,000)	(5.4%)
Utilities	\$ 357,336	\$ 124,885	\$ 371,070	\$ 314,025	\$ 331,370	\$ (39,700)	(10.7%)
Food for Programs	\$ 2,126	\$ 3,842	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	-
Software & Equipment	\$ 14,851	\$ 15,440	\$ 21,247	\$ 18,284	\$ 35,967	\$ 14,720	69.3%
Capital Set-Aside	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 1,660	\$ 1,185	\$ -	\$ 475	\$ 475	\$ 475	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 5,883,530	\$ 5,338,756	\$ 6,129,852	\$ 6,089,699	\$ 6,519,206	\$ 389,354	6.4%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 114,872	\$ 526,375	\$ -	\$ -	\$ -		

LEARN MAGNET SCHOOLS

REGIONAL MULTICULTURAL MAGNET SCHOOL (RMMS)

School Demographics & Tuition

- **Grades Served:** 1-6
- **2025-2026 Enrollment Estimate:** 485 students
- **2024-2025 Number of Towns Served:** 15 towns
- **2025-2026 Staff FTE Estimate:** 54.8 FTE
- **2025-2026 Tuition:**
 - **Local Tuition** \$1,925
 - **Estimated State Tuition** \$10,103
 - **Total** \$12,028



2025-2026 Revenue Sources

- **Tuition and Program Fees: \$1,073,625**
 - \$933,625 Local Tuition
 - \$140,000 Magnet Kingdom Revenue
- **State Funds: \$4,899,955**
 - \$4,899,955 State Tuition
- **Grants, Fees, and Other Contributions: \$125,082**
 - \$125,082 Title I (estimate)

Budget Narrative

- **Enrollment:** For the 2024-2025 school year, RMMS did not reach its enrollment goal of 505. By October 1st, the total enrollment for the school had capped at 469. New marketing and recruitment strategies were implemented to reach the enrollment target of 485 by October 1st, 2025.
- **For the 2025-2026 school year** RMMS will begin the transition to a Grade 3-8 school. Beginning in 2025-2026, RMMS will add grade 6 and eliminate grade K.
- **Magnet Schools Assistance Program (MSAP SOARS):** RMMS was the recipient of the MSAP SOARS grant, which supports thematic and systemic revisions at the school as well as student enrollment goals. These funds will support the school's instructional transformation to a project-based learning approach with a thematic focus on multicultural education featuring a dual language immersion option for students. This grant is awarded for a five-year period, beginning in October 2024 through September 2029. The grant budget is presented under "Programs & Services" in the budget package; no amounts related to MSAP are included above.

REGIONAL MULTICULTURAL MAGNET SCHOOL (excludes MSAP SOARS grant)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 1,738,080	\$ 1,809,276	\$ 1,816,095	\$ 1,052,834	\$ 1,073,625	\$ (742,470)	(40.9%)
State Funds	\$ 4,037,058	\$ 3,888,710	\$ 4,069,290	\$ 4,738,585	\$ 4,899,955	\$ 830,665	20.4%
Grants, Fees, & Contributions	\$ 162,893	\$ 8,486	\$ 163,115	\$ 125,082	\$ 125,082	\$ (38,033)	(23.3%)
Aqua Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ 5,938,031	\$ 5,706,472	\$ 6,048,500	\$ 5,916,501	\$ 6,098,662	\$ 50,162	0.8%
EXPENDITURES:							
Salaries, Certified	\$ 2,747,056	\$ 2,763,066	\$ 2,804,844	\$ 2,754,008	\$ 2,690,572	\$ (114,272)	(4.1%)
Salaries, Non-Certified	\$ 750,600	\$ 728,260	\$ 809,655	\$ 750,263	\$ 794,492	\$ (15,163)	(1.9%)
Employee Benefits	\$ 691,034	\$ 566,964	\$ 652,233	\$ 647,187	\$ 706,590	\$ 54,357	8.3%
Professional Services	\$ 58,197	\$ 88,272	\$ 60,700	\$ 114,551	\$ 73,202	\$ 12,502	20.6%
Administration/Management	\$ 584,630	\$ 410,794	\$ 540,340	\$ 534,119	\$ 536,799	\$ (3,541)	(0.7%)
Property Services	\$ 360,214	\$ 38,347	\$ 41,492	\$ 41,492	\$ 41,492	\$ -	-
Maintenance	\$ 161,816	\$ 474,086	\$ 485,219	\$ 495,219	\$ 519,346	\$ 34,127	7.0%
Rent/Internal Rent	\$ 6,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 7,009	\$ 5,880	\$ 7,100	\$ 7,002	\$ 4,001	\$ (3,099)	(43.6%)
Advertising	\$ 1,516	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	-
Other Purchased Services	\$ 8,992	\$ 20,128	\$ 9,667	\$ 12,463	\$ 9,665	\$ (2)	(0.0%)
Insurance	\$ 41,295	\$ 41,020	\$ 48,498	\$ 48,498	\$ 48,498	\$ 0	0.0%
Phone, Postage, & Printing	\$ 32,148	\$ 38,941	\$ 39,544	\$ 52,616	\$ 45,532	\$ 5,988	15.1%
Books & Supplies	\$ 32,226	\$ 55,690	\$ 50,126	\$ 50,126	\$ 50,126	\$ -	-
Other Supplies	\$ 32,205	\$ 33,098	\$ 27,100	\$ 27,100	\$ 27,100	\$ -	-
Utilities	\$ 306,519	\$ 167,912	\$ 349,400	\$ 328,487	\$ 351,400	\$ 2,000	0.6%
Food for Programs	\$ 9,604	\$ 8,342	\$ 6,500	\$ 10,200	\$ 6,000	\$ (500)	(7.7%)
Software & Equipment	\$ 18,206	\$ 24,016	\$ 79,428	\$ 33,250	\$ 54,865	\$ (24,563)	(30.9%)
Capital Set-Aside	\$ 20,000	\$ -	\$ 25,338	\$ 7,945	\$ 25,000	\$ (338)	(1.3%)
Organizational Dues	\$ 475	\$ 8,946	\$ 9,816	\$ 475	\$ 475	\$ (9,341)	(95.2%)
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ 112,007	\$ 112,007	-
TOTAL EXPENDITURES	\$ 5,869,741	\$ 5,473,763	\$ 6,048,500	\$ 5,916,501	\$ 6,098,662	\$ 50,162	0.8%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 68,290	\$ 232,710	\$ -	\$ -	\$ -		

LEARN MAGNET SCHOOLS

MARINE SCIENCE MAGNET HIGH SCHOOL (MSMHS)

School Demographics & Tuition

- **Grades Served:** 9-12
- **2025-2026 Enrollment Estimate:** 275 students
- **2024-2025 Number of Towns Served:** 29 towns
- **2025-2026 Staff FTE Estimate:** 35.10 FTE
- **2025-2026 Tuition:**
 - **Local Tuition:** \$3,717
 - **State Tuition:** \$10,999
 - **Total:** \$14,716



2025-2026 Revenue Sources

- **Tuition and Program Fees: \$1,022,175**
 - \$1,022,175 Local Tuition
- **State Funds: \$3,024,725**
 - \$3,024,725 State Tuition
- **Aqua Sales: \$27,000**
 - \$27,000 (estimate)
- **Use of Fund Balance: \$141,627**

Budget Narrative

- **Enrollment:** For 2025-2026, we are budgeting a total student enrollment of 275.
- **Magnet Schools Assistance Program LEAP (MSAP LEAP):** MSMHS was the recipient of the MSAP LEAP grant, which supports thematic and systemic revisions at the school as well as student enrollment goals. These funds will support the school's continued thematic expansion to broaden the definition of "Marine Science" to include learning pathways in policy, fieldwork, and business/entrepreneurship. Funds also support curriculum and instructional revision that promotes student voice/agency as well as the school's development as a project-based learning school. This grant is awarded for a five-year period, beginning in October 2022 through September 2028. The grant budget is presented under "Programs & Services" in the budget package; no amounts related to MSAP are included above.
- **Coral Sales:** MSMHS created a business enterprise fund with the sale of coral. Revenue and expenses of this business enterprise are included in the MSMHS budget beginning in 2021-2022. We estimate about \$27,000 in revenue for 2025-2026. Expenses include an hourly intern, supplies, equipment, and scholarships. In 2023-2024, LEARN contracted with EM Aquaculture to support the expansion of the coral sales program. A portion of the profits will be retained by LEARN to be used for educational purposes.

MARINE SCIENCE MAGNET HIGH SCHOOL (excludes MSAP LEAP grant)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 1,688,310	\$ 1,736,839	\$ 1,762,475	\$ 1,018,458	\$ 1,022,175	\$ (740,300)	(42.0%)
State Funds	\$ 2,183,718	\$ 2,111,613	\$ 2,215,950	\$ 3,013,726	\$ 3,024,725	\$ 808,775	36.5%
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Aqua Sales	\$ 34,886	\$ 22,619	\$ 27,000	\$ 27,000	\$ 27,000	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ 141,627	\$ 141,627	-
TOTAL REVENUES	\$ 3,906,914	\$ 3,871,071	\$ 4,005,425	\$ 4,059,184	\$ 4,215,527	\$ 210,102	5.2%
EXPENDITURES:							
Salaries, Certified	\$ 1,950,661	\$ 1,979,881	\$ 2,139,084	\$ 2,108,340	\$ 2,181,003	\$ 41,919	2.0%
Salaries, Non-Certified	\$ 164,103	\$ 176,795	\$ 185,879	\$ 233,585	\$ 240,989	\$ 55,110	29.6%
Employee Benefits	\$ 385,668	\$ 325,278	\$ 383,006	\$ 381,127	\$ 406,636	\$ 23,630	6.2%
Professional Services	\$ 90,894	\$ 50,209	\$ 46,525	\$ 72,196	\$ 95,850	\$ 49,325	106.0%
Administration/Management	\$ 397,129	\$ 302,230	\$ 356,220	\$ 363,860	\$ 377,273	\$ 21,053	5.9%
Property Services	\$ 251,347	\$ 17,802	\$ 42,930	\$ 35,653	\$ 36,253	\$ (6,677)	(15.6%)
Maintenance	\$ 68,573	\$ 356,654	\$ 348,501	\$ 424,634	\$ 431,268	\$ 82,767	23.7%
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 12,917	\$ 5,461	\$ 21,200	\$ 16,200	\$ 16,200	\$ (5,000)	(23.6%)
Advertising	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	-
Other Purchased Services	\$ 4,323	\$ 8,697	\$ 11,500	\$ 11,500	\$ 11,500	\$ -	-
Insurance	\$ 42,056	\$ 45,764	\$ 52,244	\$ 52,244	\$ 52,244	\$ -	-
Phone, Postage, & Printing	\$ 36,706	\$ 38,974	\$ 46,000	\$ 56,784	\$ 51,000	\$ 5,000	10.9%
Books & Supplies	\$ 51,832	\$ 73,629	\$ 68,500	\$ 68,500	\$ 46,000	\$ (22,500)	(32.8%)
Other Supplies	\$ 18,893	\$ 18,510	\$ 22,535	\$ 19,300	\$ 21,550	\$ (985)	(4.4%)
Utilities	\$ 211,926	\$ 65,474	\$ 198,800	\$ 172,800	\$ 199,000	\$ 200	0.1%
Food for Programs	\$ 8,675	\$ 7,419	\$ 6,500	\$ 6,500	\$ 4,000	\$ (2,500)	(38.5%)
Software & Equipment	\$ 94,477	\$ 51,980	\$ 37,742	\$ 29,721	\$ 38,520	\$ 778	2.1%
Capital Set-Aside	\$ 60,000	\$ 19,635	\$ 32,267	\$ -	\$ -	\$ (32,267)	(100.0%)
Organizational Dues	\$ 5,467	\$ 6,363	\$ 4,992	\$ 5,240	\$ 5,241	\$ 249	5.0%
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 3,855,649	\$ 3,550,755	\$ 4,005,425	\$ 4,059,184	\$ 4,215,527	\$ 210,102	5.2%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 51,265	\$ 320,316	\$ -	\$ -	\$ -		

LEARN MAGNET SCHOOLS

THREE RIVERS MIDDLE COLLEGE MAGNET HIGH SCHOOL (TRMC)

School Demographics & Tuition

- **Grades Served:** 11-12
- **2025-2026 Enrollment Estimate:** 92 students
- **2024-2025 Number of Towns Served:** 22 towns
- **2025-2026 Staff FTE Estimate:** 9.25 FTE
- **2025-2026 Tuition:**
 - **Local Tuition:** \$3,699
 - **State Tuition:** \$10,959
 - **Total:** \$14,658



2025-2026 Revenue Sources

- **Tuition and Program Fees: \$340,308**
 - \$340,308 Local Tuition
- **State Funds: \$1,008,320**
 - \$1,008,320 State Tuition
- **Grants, Fees, and Other Contributions: \$33,977**
 - \$33,977 Title I (estimate)

Budget Narrative

- **For the 2025-2026 school year** TRMC will maintain enrollment at 92 students. TRMC will continue its use of Niche.com as a primary marketing strategy which has been successful in reaching homeschool networks and promoting the school's positive reviews from past families.
- **9.25 FTE staff are employed at TRMC with two staff members retiring** as of June 30, 2025; the impact on the budget will be determined based on the experience and education levels of the new staff members.
- **Professional learning in collaboration with Corwin** will continue to support TRMC's evolution into a Visible Learning School. This professional learning will further shape the school's instructional model and inform curriculum and assessment practices in all classrooms.
- **Three Rivers Community College (TRCC):** TRMC partners with Three Rivers Community College to deliver coursework. This model keeps certain costs down (facilities and staffing costs), while adding the cost of TRCC tuition. Students take classes directly with TRCC, which are supplemented with "contract" classes where TRMC purchases instructional services for the entire student body. TRCC tuition costs are included in "Other Purchased Services."
 - Due to TRCC becoming part of the CT State Community College System, LEARN and TRCC have a lease arrangement from January 1, 2025 through June 30, 2028.
 - For 2025-2026 the student tuition paid by Three Rivers Middle College Magnet High School (TRMC) to Three Rivers Community College (TRMCC) is estimated to be \$286,000.

THREE RIVERS MIDDLE COLLEGE MAGNET HIGH SCHOOL

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 500,365	\$ 516,618	\$ 516,618	\$ 340,308	\$ 340,308	\$ (176,310)	(34.1%)
State Funds	\$ 636,582	\$ 632,908	\$ 652,698	\$ 1,008,308	\$ 1,008,320	\$ 355,622	54.5%
Grants, Fees, & Contributions	\$ 14,029	\$ 25,835	\$ 21,715	\$ 33,978	\$ 33,977	\$ 12,262	56.5%
Aqua Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ 1,150,976	\$ 1,175,361	\$ 1,191,031	\$ 1,382,594	\$ 1,382,605	\$ 191,574	16.1%
EXPENDITURES:							
Salaries, Certified	\$ 489,111	\$ 540,955	\$ 593,382	\$ 608,151	\$ 620,478	\$ 27,096	4.6%
Salaries, Non-Certified	\$ 51,388	\$ 67,148	\$ 70,833	\$ 60,260	\$ 71,839	\$ 1,006	1.4%
Employee Benefits	\$ 100,123	\$ 91,301	\$ 112,042	\$ 109,844	\$ 117,672	\$ 5,630	5.0%
Professional Services	\$ 15,345	\$ 15,940	\$ 16,822	\$ 24,425	\$ 33,819	\$ 16,997	101.0%
Administration/Management	\$ 106,088	\$ 100,980	\$ 105,784	\$ 119,723	\$ 123,946	\$ 18,162	17.2%
Property Services	\$ -	\$ 1,500	\$ 19,456	\$ 37,000	\$ 37,000	\$ 17,544	90.2%
Maintenance	\$ 928	\$ 928	\$ 2,550	\$ 1,450	\$ 2,551	\$ 1	0.0%
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 6,488	\$ 7,367	\$ 10,100	\$ 10,102	\$ 10,102	\$ 2	0.0%
Advertising	\$ 12,266	\$ 6,740	\$ 2,000	\$ 7,240	\$ 7,240	\$ 5,240	262.0%
Other Purchased Services	\$ 194,919	\$ 222,026	\$ 177,902	\$ 286,000	\$ 286,000	\$ 108,098	60.8%
Insurance	\$ 5,397	\$ 5,451	\$ 6,700	\$ 6,700	\$ 6,700	\$ -	-
Phone, Postage, & Printing	\$ 3,584	\$ 2,513	\$ 3,700	\$ 3,700	\$ 3,700	\$ -	-
Books & Supplies	\$ 24,093	\$ 26,930	\$ 32,529	\$ 32,529	\$ 32,529	\$ -	-
Other Supplies	\$ 1,102	\$ 2,011	\$ 1,550	\$ 1,550	\$ 1,550	\$ -	-
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ 5,753	\$ 6,091	\$ 7,000	\$ 7,000	\$ 7,000	\$ -	-
Software & Equipment	\$ 27,374	\$ 23,639	\$ 27,401	\$ 27,401	\$ 19,197	\$ (8,204)	(29.9%)
Capital Set-Aside	\$ -	\$ -	\$ -	\$ 38,237		\$ -	-
Organizational Dues	\$ 860	\$ 860	\$ 1,280	\$ 1,282	\$ 1,282	\$ 2	0.1%
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 1,044,822	\$ 1,122,380	\$ 1,191,031	\$ 1,382,594	\$ 1,382,605	\$ 191,574	16.1%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 106,155	\$ 52,981	\$ -	\$ -	\$ -		

LEARN

Fiscal Year 2025-2026 Proposed Budget

Programs & Services

Total Budget: \$30,563,159

PROGRAMS & SERVICES

Programs & Services

Magnet Schools Assistance Program Grants (MSAP): This budget represents two MSAP grants. In October 2022, we received a 5-year, \$9.8 million award from the U.S. Department of Education named MSAP LEAP that will run through September 2028. In October 2024, we received an additional 5-year, \$9.1 million award named MSAP SOARS that will run through September 2029. These grants are presented as a standalone entity for operational clarity.

Office of Teaching and Learning (OTL): The OTL Office delivers a suite of professional development services across the region and facilitates various professional networks and roundtables for educators. Furthermore, this Office oversees fiscal agent responsibility for multiple grants benefiting member districts and sister RESCs. Notably, LEARN a dynamic team of educators who support districts who serve Multilingual Learners.

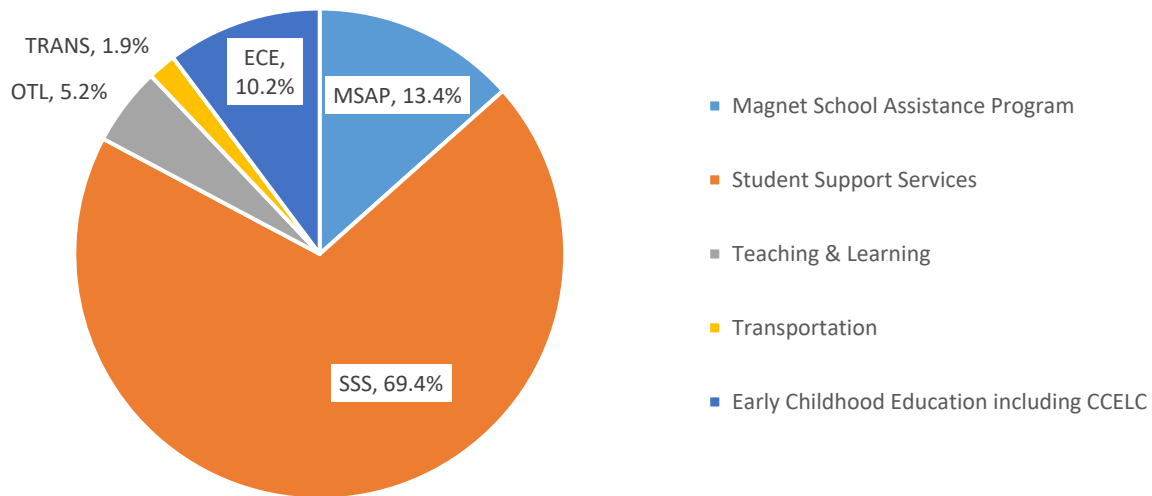
Student Support Services (SSS): The Office of Student Support Services provides region-wide support services and hosts specialized programs for students with diverse and complex needs. It is the largest office of LEARN and includes our early childhood education work. Effective July 1, 2024, the LEARN Transition Academy, a specialized school within the Office of Student Support Services, relocated to 58 Pennsylvania Avenue, Niantic. The new location has allowed for an expansion of services tailored to young adults ages 16-22.

Early Childhood Education (ECE): Positioned within the Student Support Services office, ECE, formerly known as Young Children & Families, offers early care and education programs serving member districts and their communities. ECE collaborates with the Connecticut Office of Early Childhood and various nonprofit organizations to enhance the quality of early care across all educational settings. ECE serves as the fiscal agent for a series of School Readiness grants supporting multiple agencies. This year, ECE will phase Creating Connections, an early LEARNing center by operating two classrooms located at The Friendship School.

Transportation: This budget incorporates operational expenses for mail courier services, van maintenance, the School Choice transportation grant, and external vendor expenses related to transportation services for students at RMMS, TRMC, and MSMHS.

Goodwin University Magnet Schools (GUMS): Effective July 1, 2024, Goodwin University assumed responsibility for all operations related to the GUMS partnership of magnet schools (RMS, CTRA Middle Grades, CTRA).

PROGRAMS & SERVICES: 2025-2026 REVENUE

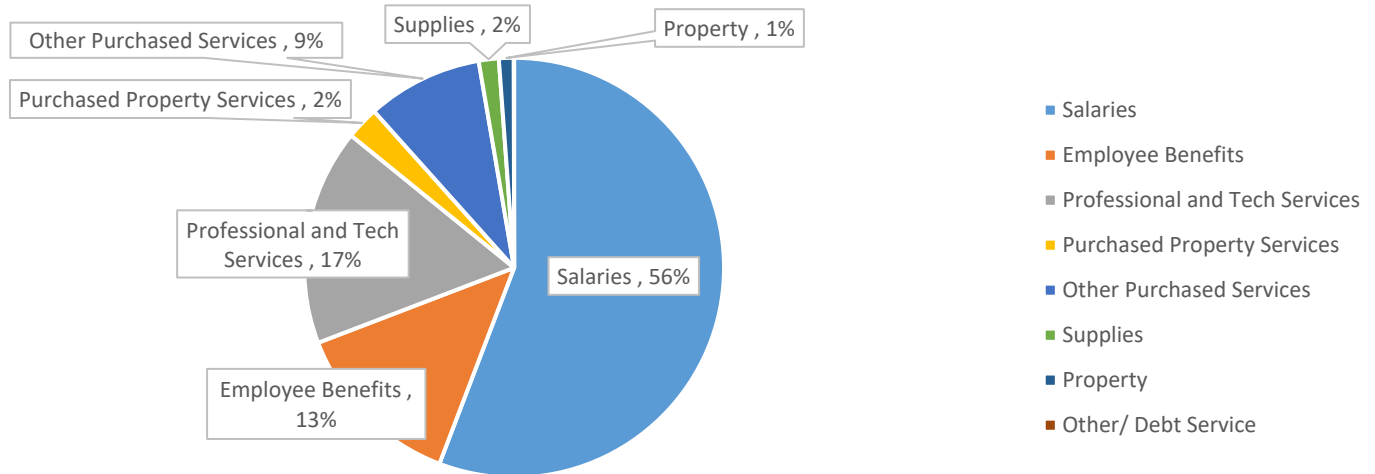


	Magnet Schools Assistance Program (MSAP)	Student Support Services (SSS)	Teaching & Learning	Transportation	Early Childhood Education (ECE) including CCELC	Total	%
Tuition & Program Fees		21,197,959	686,605		414,940	22,299,504	73.0%
State Funds	4,101,994			386,350	2,479,384	6,967,728	22.8%
Grants, Fees, & Contributions			174,100			174,100	0.6%
Use of Fund Balance			713,888	181,923	226,016	1,121,827	3.7%
Total Revenue	4,101,994	21,197,959	1,574,593	568,273	3,120,340	30,563,159	
Percentage	13.4%	69.4%	5.2%	1.9%	10.2%	100%	

PROGRAMS AND SERVICES - BY DEPARTMENT

	Magnet Schools Assistance Program Grants (MSAP)	Student Support Services	Early Childhood Education including Creating Connections	Office of Teaching & Learning	Transportation	PROGRAMS & SERVICES 2025-2026 PROPOSED
REVENUES:						
Tuition & Program Fees	\$ -	\$ 21,197,959	\$ 414,940	\$ 686,605	\$ -	\$ 22,299,504
State Funds	\$ 4,101,994	\$ -	\$ 2,479,384	\$ -	\$ 386,350	\$ 6,967,728
Grants, Fees, and Contributions	\$ -	\$ -	\$ -	\$ 174,100	\$ -	\$ 174,100
Interest Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Aqua Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Use of Fund Balance	\$ -	\$ -	\$ 226,016	\$ 713,888	\$ 181,923	\$ 1,121,827
TOTAL REVENUES	\$ 4,101,994	\$ 21,197,959	\$ 3,120,340	\$ 1,574,593	\$ 568,273	\$ 30,563,159
EXPENDITURES:						
Salaries, Certified	\$ 1,486,781	\$ 6,193,399	\$ -	\$ 841,827	\$ -	\$ 8,522,007
Salaries, Non-Certified	\$ -	\$ 7,484,744	\$ 741,066	\$ 140,675	\$ 26,902	\$ 8,393,387
Employee Benefits	\$ 379,133	\$ 3,506,902	\$ 211,572	\$ 157,339	\$ 12,293	\$ 4,267,239
Professional Services	\$ 1,201,380	\$ 368,500	\$ 45,108	\$ 44,749	\$ 3,500	\$ 1,663,237
Administration/Management	\$ 298,275	\$ 2,214,151	\$ 119,387	\$ 150,020	\$ 6,387	\$ 2,788,220
Property Services	\$ -	\$ 88,300	\$ -	\$ -	\$ -	\$ 88,300
Maintenance	\$ -	\$ 386,371	\$ 500	\$ -	\$ -	\$ 386,871
Rent/Internal Rent	\$ -	\$ 136,226	\$ 34,000	\$ 48,871	\$ -	\$ 219,097
Transportation/Travel	\$ 99,100	\$ 44,100	\$ 16,350	\$ 34,986	\$ 505,191	\$ 699,727
Advertising	\$ -	\$ 1,500	\$ 150	\$ -	\$ -	\$ 1,650
Other Purchased Services	\$ -	\$ 19,500	\$ 1,909,383	\$ 18,150	\$ -	\$ 1,947,033
Insurance	\$ -	\$ 52,500	\$ -	\$ -	\$ 8,000	\$ 60,500
Phone, Postage, & Printing	\$ -	\$ 105,350	\$ 8,324	\$ 6,772	\$ 1,000	\$ 121,446
Books & Supplies	\$ 382,575	\$ 28,480	\$ 19,700	\$ 64,978	\$ -	\$ 495,733
Other Supplies	\$ -	\$ 66,950	\$ 10,500	\$ 100	\$ 5,000	\$ 82,550
Utilities	\$ -	\$ 138,500	\$ -	\$ -	\$ -	\$ 138,500
Food for Programs	\$ -	\$ 19,650	\$ 3,300	\$ 1,000	\$ -	\$ 23,950
Software & Equipment	\$ 254,750	\$ 125,900	\$ 1,000	\$ 64,126	\$ -	\$ 445,776
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Organizational Dues	\$ -	\$ 3,500	\$ -	\$ 1,000	\$ -	\$ 4,500
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Potential Surplus	\$ -	\$ 213,436	\$ -	\$ -	\$ -	\$ 213,436
TOTAL EXPENDITURES	\$ 4,101,994	\$ 21,197,959	\$ 3,120,340	\$ 1,574,593	\$ 568,273	\$ 30,563,159
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

PROGRAMS & SERVICES: EXPENSES



	Programs & Services Totals	%
Salaries, Certified	8,522,007	28.1%
Salaries, Non Certified	8,393,387	27.7%
Total Salaries	16,915,394	55.7%
Employee Benefits	4,267,239	14.1%
Total Employee Benefits	4,267,239	14.1%
Professional Services	1,663,237	5.5%
Administration/Management	2,788,220	9.2%
Total Professional and Tech Services	4,451,457	14.7%
Property Services	88,300	0.3%
Maintenance	386,871	1.3%
Rent/Internal Rent	219,097	0.7%
Total Purchased Property Services	694,268	2.3%
Transportation/Travel	699,727	2.3%
Advertising	1,650	0.0%
Other Purchased Services	1,947,033	6.4%
Insurance	60,500	0.2%
Phone, Postage, & Printing	121,446	0.4%
Total Other Purchased Services	2,830,356	9.3%
Books & Supplies	495,733	1.6%
Other Supplies	82,550	0.3%
Utilities	138,500	0.5%
Food For Programs	23,950	0.1%
Total Supplies	740,733	2.4%
Software & Equipment	445,776	1.5%
Capital Set-Aside	-	0.0%
Total Property	445,776	1.5%
Organizational Dues	4,500	0.0%
Total Other/ Debt Service	4,500	0.0%

PROGRAMS AND SERVICES

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 16,238,390	\$ 16,750,079	\$ 19,359,637	\$ 19,257,723	\$ 22,299,504	\$ 2,939,867	15.2%
State Funds	\$ 4,195,449	\$ 3,659,042	\$ 4,918,279	\$ 6,982,640	\$ 6,967,728	\$ 2,049,449	41.7%
Grants, Fees, & Contributions	\$ 12,466,071	\$ 15,963,452	\$ 252,210	\$ 222,583	\$ 174,100	\$ (78,110)	(31.0%)
Interest Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Aqua Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ 853,483	\$ 892,309	\$ 1,121,827	\$ 268,344	31.4%
TOTAL REVENUES	\$ 32,899,909	\$ 36,372,573	\$ 25,383,609	\$ 27,355,255	\$ 30,563,159	\$ 3,207,904	20.4%
EXPENDITURES:							
Salaries, Certified	\$ 14,063,193	\$ 17,183,066	\$ 7,099,803	\$ 7,909,460	\$ 8,522,007	\$ 1,422,204	20.0%
Salaries, Non-Certified	\$ 6,027,815	\$ 8,440,062	\$ 7,062,952	\$ 7,127,668	\$ 8,393,387	\$ 1,330,435	18.8%
Employee Benefits	\$ 4,640,385	\$ 4,484,574	\$ 3,396,964	\$ 3,503,843	\$ 4,267,239	\$ 870,275	25.6%
Professional Services	\$ 1,821,042	\$ 789,982	\$ 1,842,206	\$ 1,539,620	\$ 1,663,237	\$ (178,969)	(9.7%)
Administration/Management	\$ 1,762,636	\$ 1,833,104	\$ 2,388,051	\$ 2,467,125	\$ 2,788,220	\$ 400,169	16.8%
Property Services	\$ 236,670	\$ 138,271	\$ 39,950	\$ 31,750	\$ 88,300	\$ 48,350	121.0%
Maintenance	\$ 51,110	\$ 332,993	\$ 371,750	\$ 438,500	\$ 386,871	\$ 15,121	4.1%
Rent/Internal Rent	\$ 137,669	\$ 137,778	\$ 229,349	\$ 216,901	\$ 219,097	\$ (10,252)	(4.5%)
Transportation/Travel	\$ 421,281	\$ 628,118	\$ 489,513	\$ 635,716	\$ 699,727	\$ 210,214	42.9%
Advertising	\$ 7,614	\$ 11,414	\$ 6,150	\$ 1,000	\$ 1,650	\$ (4,500)	(73.2%)
Other Purchased Services	\$ 1,485,644	\$ 1,471,395	\$ 1,631,217	\$ 1,916,776	\$ 1,947,033	\$ 315,816	19.4%
Insurance	\$ 59,771	\$ 57,666	\$ 58,000	\$ 70,100	\$ 60,500	\$ 2,500	4.3%
Phone, Postage, & Printing	\$ 73,368	\$ 82,198	\$ 79,224	\$ 101,926	\$ 121,446	\$ 42,222	53.3%
Books & Supplies	\$ 156,479	\$ 171,945	\$ 150,425	\$ 555,078	\$ 495,733	\$ 345,308	229.6%
Other Supplies	\$ 58,518	\$ 102,393	\$ 63,215	\$ 64,461	\$ 82,550	\$ 19,335	30.6%
Utilities	\$ 109,464	\$ 92,263	\$ 156,000	\$ 128,250	\$ 138,500	\$ (17,500)	(11.2%)
Food for Programs	\$ 10,553	\$ 19,084	\$ 21,050	\$ 19,621	\$ 23,950	\$ 2,900	13.8%
Software & Equipment	\$ 243,881	\$ 209,833	\$ 293,789	\$ 616,272	\$ 445,776	\$ 151,987	51.7%
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 2,524	\$ 3,015	\$ 4,000	\$ 2,580	\$ 4,500	\$ 500	12.5%
Interest & Principal Payments	\$ 255,255	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ 8,608	\$ 213,436	\$ 213,436	-
TOTAL EXPENDITURES	\$ 31,624,870	\$ 36,189,153	\$ 25,383,609	\$ 27,355,255	\$ 30,563,159	\$ 5,179,550	20.4%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 1,275,039	\$ 183,420	\$ -	\$ -	\$ -		

PROGRAMS & SERVICES

MAGNET SCHOOLS ASSISTANCE PROGRAM GRANTS (MSAP)

MSAP Grants

- **Sustainable Outcomes by Advancing Regional Solutions (SOARS):**
 - Award Period: October 1, 2024 through September 30, 2029
 - Award Amount: \$9,125,042
- **Leaders for Equity & Achievement through Partnerships (LEAP):**
 - Award Period: October 1, 2022 through September 30, 2028
 - Award Amount: \$9,820,260
- **Equity, eXcellence & Pride across Eastern Connecticut (EXPECT):**
 - Award Period: October 1, 2022 through March 30, 2023
 - Award Amount: \$14,991,098
 - Total Amount Spent/Requested: \$14,944,786

Budget Narrative

- In October 2022, LEARN was awarded the **MSAP LEAP** grant, a five-year \$9.8 million grant including schools from LEARN (The Friendship School and Marine Science Magnet High School) and Goodwin University Magnet Schools (Magnet Industry 5.0 High School).
- In October 2024, LEARN was awarded the **MSAP SOARS** grant, a five-year \$9.1 million grant including one LEARN school (Regional Multicultural Magnet School) and one New London school (Jennings International Education Elementary Magnet School).
- **The MSAP budget**, activities, and results are closely monitored. The budget amount shown reflects federally approved yearly expenditures as of the award date, which are revised over time through communication with federal staff. In addition, unspent amounts may be carried forward and applied differently than originally planned. Therefore, actual expenditures may vary significantly in comparison to original budget amounts.
- The Magnet Schools Assistance Program grant operates on a **federal fiscal year** (Oct 1- Sept 30) and may therefore make purchases over the summer which might not fall into LEARN's fiscal year. Funds which are not expended in the budget year are generally allowed to carry-forward, at the discretion of the federal agency overseeing the grant.
- Since LEARN is reimbursed only for actual expenditures, there will be no surplus or deficit to this budget.

MAGNET SCHOOLS ASSISTANCE PROGRAM GRANTS (MSAP)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
State Funds	\$ 1,709,189	\$ 1,031,961	\$ 2,410,448	\$ 4,193,676	\$ 4,101,994	\$ 1,691,546	70.2%
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ 1,709,189	\$ 1,031,961	\$ 2,410,448	\$ 4,193,676	\$ 4,101,994	\$ 1,691,546	70.2%
EXPENDITURES:							
Salaries, Certified	\$ 161,952	\$ 393,209	\$ 385,600	\$ 1,418,510	\$ 1,486,781	\$ 1,101,181	285.6%
Salaries, Non-Certified	\$ 89,585	\$ 47,250	\$ 96,950	\$ -	\$ -	\$ (96,950)	(100.0%)
Employee Benefits	\$ 37,755	\$ 47,796	\$ 147,271	\$ 371,145	\$ 379,133	\$ 231,862	157.4%
Professional Services	\$ 1,021,009	\$ 218,299	\$ 1,447,895	\$ 1,166,497	\$ 1,201,380	\$ (246,515)	(17.0%)
Administration/Management	\$ 184,088	\$ 60,506	\$ 183,432	\$ 295,774	\$ 298,275	\$ 114,843	62.6%
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 49,857	\$ 109,848	\$ 40,100	\$ 102,100	\$ 99,100	\$ 59,000	147.1%
Advertising	\$ 6,333	\$ 10,831	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ -	\$ 125	\$ -	\$ -	\$ -	\$ -	-
Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Phone, Postage, & Printing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Books & Supplies	\$ 58,047	\$ 81,596	\$ 70,950	\$ 455,400	\$ 382,575	\$ 311,625	439.2%
Other Supplies	\$ 2,474	\$ 22,961	\$ -	\$ -	\$ -	\$ -	-
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Software & Equipment	\$ 98,091	\$ 39,541	\$ 38,250	\$ 384,250	\$ 254,750	\$ 216,500	-
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 1,709,189	\$ 1,031,961	\$ 1,917,610	\$ 4,193,676	\$ 4,101,994	\$ 2,184,384	113.9%
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -		

PROGRAMS & SERVICES

OFFICE OF TEACHING & LEARNING (OTL)

2025-2026 Revenue Sources

- **Tuition and Program Fees: \$686,605**
 - \$654,605 Estimated revenue from contracts and workshops
 - \$32,000 Online learning revenue
- **Grants, Fees, and Other Contributions: \$174,100**
 - \$2,448 Title I McKinney-Vento set-aside (estimate)
 - \$25,878 Title II (estimate)
 - \$14,363 Title III LEARN (estimate)
 - \$22,893 Title IV (estimate)
 - \$9,495 Bilingual (estimate)
 - \$99,023 Pekins (estimate)
- **Use of Fund Balance: \$713,888**
 - **\$713,888** Use of fund Balance

Budget Narrative

- Through professional development and direct consultation, the **Office of Teaching & Learning (OTL)** supports the improvement of teaching skills and the exploration of new insights in the learning environment. OTL enables LEARN to work closely with professional networks, roundtables, and communities of practice that better inform our professional development programs within the region and in our own schools.
- OTL provides workshops and learning options for area school districts as well as for LEARN staff. Newly hired OTL staff are currently creating new offerings and developing additional partnerships with school districts and other agencies. Areas of expertise include but are not limited to Multi Language Learners, Instructional Technology, and Equity in Education.
- OTL manages several larger consortium grants such as Perkins and Title III.

OFFICE OF TEACHING & LEARNING (OTL)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 1,352,467	\$ 521,214	\$ 691,384	\$ 655,433	\$ 686,605	\$ (4,779)	(0.7%)
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 174,100	-
Grants, Fees, & Contributions	\$ 372,244	\$ 416,157	\$ 252,210	\$ 222,583	\$ 174,100	\$ (252,210)	(31.0%)
Use of Fund Balance	\$ -	\$ -	\$ 773,035	\$ 661,942	\$ 713,888	\$ (59,147)	-
TOTAL REVENUES	\$ 1,724,711	\$ 937,371	\$ 1,716,629	\$ 1,539,958	\$ 1,574,593	\$ (142,036)	(8.3%)
EXPENDITURES:							
Salaries, Certified	\$ 467,764	\$ 712,966	\$ 846,984	\$ 841,802	\$ 841,827	\$ (5,157)	(0.6%)
Salaries, Non-Certified	\$ 265,536	\$ 160,687	\$ 229,253	\$ 136,724	\$ 140,675	\$ (88,578)	(38.6%)
Employee Benefits	\$ 108,793	\$ 106,233	\$ 132,032	\$ 120,180	\$ 157,339	\$ 25,307	19.2%
Professional Services	\$ 326,462	\$ 171,120	\$ 74,273	\$ 52,715	\$ 44,749	\$ (29,524)	(39.8%)
Administration/Management	\$ 103,954	\$ 111,597	\$ 159,382	\$ 141,114	\$ 150,020	\$ (9,362)	(5.9%)
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ 1,046	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ 47,448	\$ 37,182	\$ 48,871	\$ 48,871	\$ 48,871	\$ -	-
Transportation/Travel	\$ 18,035	\$ 43,440	\$ 21,740	\$ 37,726	\$ 34,986	\$ 13,246	60.9%
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ 13,670	\$ 29,477	\$ 18,150	\$ 18,150	\$ 18,150	\$ -	-
Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Phone, Postage, & Printing	\$ 5,506	\$ 5,408	\$ 6,300	\$ 6,772	\$ 6,772	\$ 472	7.5%
Books & Supplies	\$ 72,836	\$ 64,766	\$ 41,605	\$ 64,978	\$ 64,978	\$ 23,373	56.2%
Other Supplies	\$ 16,004	\$ 638	\$ -	\$ 100	\$ 100	\$ 100	-
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ 1,637	\$ 3,870	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	-
Software & Equipment	\$ 48,142	\$ 75,403	\$ 136,039	\$ 68,826	\$ 64,126	\$ (71,913)	(52.9%)
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 35	\$ 157	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 1,495,822	\$ 1,523,989	\$ 1,716,629	\$ 1,539,958	\$ 1,574,593	\$ (142,036)	(8.3%)
EXCESS OF REVENUE OVER EXPENDITURES	\$ 228,888	\$ (586,619)	\$ -	\$ -	\$ -		

PROGRAMS & SERVICES

STUDENT SUPPORT SERVICES (SSS)

2025-2026 Revenue Sources

- **Tuition and Program Fees: \$21,197,959**
 - \$10,704,064 Estimated revenue for Ocean Avenue LEARNing Academy
 - \$2,282,136 Estimated revenue for LEARN Transition Academy
 - \$933,379 Estimated revenue for Extended School Year
 - \$4,618,828 Estimated revenue from Magnet School Special Education Programs
 - \$1,494,866 Estimated revenue from district service contracts
 - \$1,164,686 Estimated revenue from state contract work

Budget Narrative

- **Student Support Services** stands as LEARN's largest sector with an employee count of 224.95 (projected for 2025-2026). SSS shows consistent expansion, responding to the needs of our member schools districts and LEARN's magnet schools. These dedicated staff may be allocated to various roles, including outplacement, magnet schools, or regional services. The LEARN Student Support Services team consists of experts from a variety of fields, including psychiatry, psychology, nursing, special education, early childhood education, speech and language pathology, and occupational and physical therapy.
- **Salaries** for 2025-2026 increased, driven by several factors including annual staff growth and the need for additional personnel to accommodate rising student enrollment at both the Ocean Avenue LEARNing Academy (OALA) and the LEARN Transition Academy (LTA).
- The RESC Alliance special education team continues to partner with the Bureau of Special Education at the Connecticut State Department. The scope of work ranges from supporting Individualized Education Program (IEP) quality to providing technical assistance to districts in building high-quality transition programs.
- OALA has been operating for over six years, with enrollment ranging between 70 and 80 students over the past two years. For the 2025-2026 budget, we are projecting enrollment of 90 students at OALA and 19 students at LTA.
- Another portion of this budget is the special education provided throughout the magnet programs. Students receive services based on an IEP developed by staff, families, and sending districts. For 2025-2026, we estimate servicing 154 students across the LEARN magnet schools.
- Due to this department's complexity and scope, additional detailed information is provided on the pages following the SSS budgets.

STUDENT SUPPORT SERVICES (SSS)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 14,690,338	\$ 16,090,235	\$ 18,502,689	\$ 18,408,110	\$ 21,197,959	\$ 2,695,270	14.6%
State Funds	\$ 517,767	\$ 20,588	\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ 15,208,105	\$ 16,110,824	\$ 16,184,812	\$ 18,408,110	\$ 21,197,959	\$ 5,013,147	31.0%
EXPENDITURES:							
Salaries, Certified	\$ 4,632,141	\$ 4,754,972	\$ 5,867,219	\$ 5,649,148	\$ 6,193,399	\$ 326,180	5.6%
Salaries, Non-Certified	\$ 4,022,920	\$ 5,646,229	\$ 6,283,229	\$ 6,458,730	\$ 7,484,744	\$ 1,201,515	19.1%
Employee Benefits	\$ 2,536,607	\$ 2,169,678	\$ 3,004,116	\$ 2,879,746	\$ 3,506,902	\$ 502,786	16.7%
Professional Services	\$ 415,968	\$ 359,636	\$ 283,450	\$ 283,000	\$ 368,500	\$ 85,050	30.0%
Administration/Management	\$ 1,444,142	\$ 1,625,555	\$ 1,964,709	\$ 1,942,797	\$ 2,214,151	\$ 249,442	12.7%
Property Services	\$ 236,670	\$ 138,271	\$ 39,950	\$ 31,750	\$ 88,300	\$ 48,350	121.0%
Maintenance	\$ 47,881	\$ 328,640	\$ 370,750	\$ 438,000	\$ 386,371	\$ 15,621	4.2%
Rent/Internal Rent	\$ 50,232	\$ 53,148	\$ 133,030	\$ 133,030	\$ 136,226	\$ 3,196	2.4%
Transportation/Travel	\$ 6,528	\$ 39,148	\$ 38,600	\$ 33,650	\$ 44,100	\$ 5,500	14.2%
Advertising	\$ 331	\$ 583	\$ 6,000	\$ 1,000	\$ 1,500	\$ (4,500)	(75.0%)
Other Purchased Services	\$ 6,590	\$ 13,667	\$ 16,500	\$ 16,673	\$ 19,500	\$ 3,000	18.2%
Insurance	\$ 40,959	\$ 50,756	\$ 50,000	\$ 62,100	\$ 52,500	\$ 2,500	5.0%
Phone, Postage, & Printing	\$ 54,355	\$ 71,974	\$ 64,000	\$ 85,850	\$ 105,350	\$ 41,350	64.6%
Books & Supplies	\$ 16,947	\$ 15,277	\$ 26,370	\$ 21,950	\$ 28,480	\$ 2,110	8.0%
Other Supplies	\$ 33,289	73000.97	\$ 57,715	\$ 51,111	\$ 66,950	\$ 9,235	16.0%
Utilities	\$ 107,564	\$ 92,263	\$ 156,000	\$ 128,250	\$ 138,500	\$ (17,500)	(11.2%)
Food for Programs	\$ 7,930	\$ 14,964	\$ 19,750	\$ 17,521	\$ 19,650	\$ (100)	(0.5%)
Software & Equipment	\$ 43,585	\$ 89,134	\$ 118,300	\$ 162,196	\$ 125,900	\$ 7,600	6.4%
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 2,489	\$ 2,858	\$ 3,000	\$ 3,000	\$ 3,500	\$ 500	16.7%
Interest & Principal Payments	\$ 255,255	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ 8,608	\$ 213,436	\$ 213,436	-
TOTAL EXPENDITURES	\$ 13,962,383	\$ 15,539,753	\$ 16,184,812	\$ 18,408,110	\$ 21,197,959	\$ 5,013,147	31.0%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 1,245,721	\$ 571,070	\$ -	\$ -	\$ -		

STUDENT SUPPORT SERVICES - BY PROGRAM

Student Counts

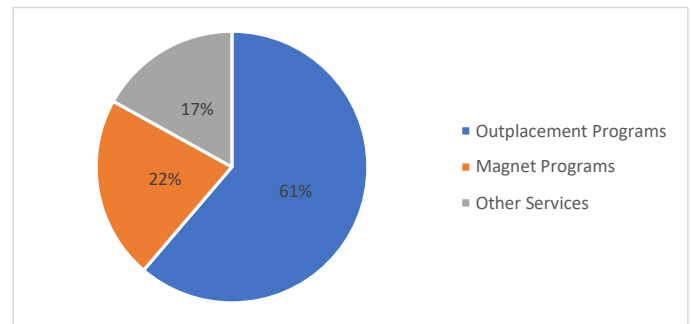
Outplacement Programs	Projected 2024-2025	Proposed 2025-2026
Autism/Developmental Delay @ Ocean Ave	63.0	71.0
Emotional/Behavioral Disability @ Ocean Av	15.0	19.0
Autism/Developmental Delay @ LTA Niantic	7.0	9.0
18-21 Transition @ LTA Niantic	9.0	10.0
Total Students	94.0	109.0

Magnet Programs	Projected 2024-2025	Proposed 2025-2026
The Friendship School	30	30
Marine Science Magnet High School	37	37
Regional Multicultural Magnet School	74	75
Three Rivers Middle College	12	12
Total Students	153	154

Staff Counts

Position	Projected 2024-2025	Proposed 2025-2026
Accounting Coordinator	1	1
Assistant Directors/Supervisor	5.4	6.6
Board Cert. Behavioral Analysts (BCBA)	12	12.5
Coordinators	3.6	3.6
Director	3.75	3.55
Intervention Specialists	84.9	83.9
Job Coach	6	6
Medical Assistant Specialist	7	6
Nurses	7	6
Occupational Therapists	10.7	11.7
Office Manager	5	5
Operations Assistant	1	1
Physical Therapists2	1.8	1.8
Psychologists	3.6	4.4
Registered Behavior Technician (RBT)	10	12
School Counselor	2	2
Social Workers	6	6.35
Special Education Teacher	34.35	35.35
Speech Language Pathologists	9.3	10.2
Speech Language Pathologists Asst.	3	3
Transition Specialist	2	2
Tutor	1	1
Grand Total	220.40	224.95

Funding Sources



STUDENT SUPPORT SERVICES - BY PROGRAM

	2025-2026 Proposed Budget			
	Outplacement Programs	Magnet Programs	Other Services	Total
REVENUES				
Participation & Program Fees	\$ 12,986,200	\$ 4,618,828	\$ 3,592,931	\$ 21,197,959
Intergovernmental Revenues	\$ -	\$ -	\$ -	\$ -
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -
Interest Income	\$ -	\$ -	\$ -	\$ -
Aqua Sales	\$ -	\$ -	\$ -	\$ -
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUES	\$ 12,986,200	\$ 4,618,828	\$ 3,592,931	\$ 21,197,959
EXPENDITURES:				
Salaries, Certified	\$ 3,226,492	\$ 1,538,333	\$ 1,428,574	\$ 6,193,399
Salaries, Non Certified	\$ 4,381,795	\$ 1,171,757	\$ 1,931,193	\$ 7,484,745
Employee Benefits	\$ 2,158,309	\$ 735,844	\$ 612,750	\$ 3,506,902
Professional Services	\$ 92,000	\$ 2,250	\$ 274,250	\$ 368,500
Administration/Management	\$ 1,391,902	\$ 495,348	\$ 326,901	\$ 2,214,151
Property Services	\$ 88,000	\$ -	\$ 300	\$ 88,300
Maintenance	\$ 380,371	\$ -	\$ 6,000	\$ 386,371
Rent/Internal Rent	\$ 109,874	\$ -	\$ 26,352	\$ 136,226
Transportation/Travel	\$ 14,900	\$ 700	\$ 28,500	\$ 44,100
Advertising	\$ -	\$ -	\$ 1,500	\$ 1,500
Other Purchased Services	\$ 14,500	\$ 2,250	\$ 2,750	\$ 19,500
Insurance	\$ 52,500	\$ -	\$ -	\$ 52,500
Phone, Postage, & Printing	\$ 85,400	\$ 2,250	\$ 17,700	\$ 105,350
Books & Supplies	\$ 21,480	\$ -	\$ 7,000	\$ 28,480
Other Supplies	\$ 825,159	\$ 674,514	\$ (1,432,723)	\$ 66,950
Utilities	\$ 138,500	\$ -	\$ -	\$ 138,500
Food For Programs	\$ 7,900	\$ -	\$ 11,750	\$ 19,650
Software & Equipment	\$ 71,900	\$ -	\$ 54,000	\$ 125,900
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -
Organizational Dues	\$ -	\$ -	\$ 3,500	\$ 3,500
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -
Potential Surplus	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 13,060,982	\$ 4,623,246	\$ 3,300,296	\$ 20,984,523
USE OF FUND BALANCE	\$ (74,781)	\$ (4,418)	\$ 292,635	\$ 213,436

PROGRAMS & SERVICES

EARLY CHILDHOOD EDUCATION (ECE)

2025-2026 Revenue Sources

- **Tuition and Program Fees: \$90,940**
 - \$90,940 Estimated revenue for program consultations
- **Grants, Fees and Other Contributions: \$2,479,384**
 - \$15,100 GEER2 (estimate)
 - \$278,216 QIS Activity 1 (estimate)
 - \$80,000 QIS Activity 2 (estimate)
 - \$228,055 School Readiness (estimate)
 - \$1,878,013 School Readiness Pass Thru (estimate)
- **Use of Fund Balance: \$59,427**
- **\$59,427** Use of fund Balance

Budget Narrative

- The **Early Childhood Education** team supports contractual work with New London, Groton, and other member districts. The Early Childhood Education team also provides support to public and private prekindergarten programs across Connecticut with the National Association for the Education of Young Children accreditation (NAEYC).
- **School Readiness grants**, approximately \$1.8 million each year, are included in the ECE budget, which in turn are managed by staff on behalf of numerous school districts in the region. Early Start CT (ESCT) is a new state-funded early care and education program launching in July 2025. It combines School Readiness with other state funding sources. With this change, School Readiness will become part of Early Start CT. Through Early Start CT, funded by the Connecticut Office of Early Childhood, early childhood education spots are available at reduced cost in high-quality preschool programs.
- In May 2025, LEARN soft launched the Creating Connections, an early LEARNing center. In 2025-2026, the goal is to operate two classrooms for infant-and toddler-aged children located at the current site of The Friendship School. This work will prepare LEARN for the 2027 official opening of Creating Connections at 51 Daniels Avenue.
- As part of the RESC Alliance, ECE has been working with the State of Connecticut Office of Early Childhood (OEC). In partnership with OEC, LEARN provides private and public prekindergarten programs with NAEYC Accreditation support and **Quality Improvement services (AQIS)**. This partnership agreement adds an additional revenue of \$358,055 for 2025-2026.

EARLY CHILDHOOD EDUCATION (ECE)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 195,584	\$ 138,630	\$ 165,564	\$ 109,940	\$ 90,940	\$ (74,624)	(45.1%)
State Funds	\$ 1,716,293	\$ 2,246,392	\$ 2,154,154	\$ 2,462,614	\$ 2,479,384	\$ 325,230	15.1%
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ 9,984	\$ 59,427	\$ 59,427	-
TOTAL REVENUES	\$ 1,911,877	\$ 2,385,022	\$ 2,070,485	\$ 2,582,538	\$ 2,629,751	\$ 559,266	27.0%
EXPENDITURES:							
Salaries, Certified	\$ 56,252	\$ 7,451	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 274,065	\$ 343,517	\$ 427,735	\$ 428,349	\$ 447,676	\$ 19,941	4.7%
Employee Benefits	\$ 65,935	\$ 65,942	\$ 102,015	\$ 97,432	\$ 110,442	\$ 8,427	8.3%
Professional Services	\$ 26,504	\$ 40,928	\$ 33,088	\$ 33,908	\$ 45,108	\$ 12,020	36.3%
Administration/Management	\$ 24,648	\$ 30,371	\$ 74,141	\$ 69,640	\$ 74,788	\$ 647	0.9%
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ 892	\$ -	\$ 1,000	\$ 500	\$ 500	\$ (500)	(50.0%)
Rent/Internal Rent	\$ 39,989	\$ 47,448	\$ 47,448	\$ 35,000	\$ 34,000	\$ (13,448)	(28.3%)
Transportation/Travel	\$ 6,829	\$ 12,345	\$ 16,150	\$ 17,049	\$ 16,350	\$ 200	1.2%
Advertising	\$ 316	\$ -	\$ 150	\$ -	\$ 150	\$ -	-
Other Purchased Services	\$ 1,461,174	\$ 1,421,758	\$ 1,596,567	\$ 1,874,676	\$ 1,873,913	\$ 277,346	17.4%
Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Phone, Postage, & Printing	\$ 5,435	\$ 3,071	\$ 7,924	\$ 8,304	\$ 8,324	\$ 400	5.0%
Books & Supplies	\$ 8,529	\$ 10,142	\$ 11,500	\$ 10,750	\$ 9,700	\$ (1,800)	(15.7%)
Other Supplies	\$ 2,812	\$ 1,714	\$ 500	\$ 7,250	\$ 7,500	\$ 7,000	1400.0%
Utilities	\$ 1,900	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ -	\$ 250	\$ 300	\$ 100	\$ 300	\$ -	-
Software & Equipment	\$ 3,720	\$ 5,756	\$ 1,200	\$ 1,000	\$ 1,000	\$ (200)	(16.7%)
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ -	\$ -	\$ -	\$ (1,420)	\$ -	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 1,979,000	\$ 1,990,693	\$ 2,070,485	\$ 2,582,538	\$ 2,629,751	\$ 559,266	27.0%
EXCESS OF REVENUE OVER EXPENDITURES	\$ (67,123)	\$ 394,329	\$ -	\$ -	\$ -		

PROGRAMS & SERVICES

EARLY CHILDHOOD EDUCATION (ECE) CONTINUED

CREATING CONNECTIONS

2025-2026 Revenue Sources

- **Tuition and Program Fees: \$84,240**
 - \$84,240 Tuition
- **Use of Fund Balance: \$166,589**
 - **\$166,589** Use of Fund Balance

Budget Narrative

- Creating Connections, an early LEARNing center, a brand new LEARN program dedicated to nurturing young minds. Scheduled to open in May 2025, Creating Connections will provide high-quality child care and early learning experiences for children six weeks to three years old.
- For 2025-2026, two classrooms for infant-and toddler-aged children will temporarily operate out of The Friendship School. This work will prepare LEARN for the 2027 official opening of Creating Connections at 51 Daniels Avenue.
- The Program Features:
 - High-Quality Child Care: Expert caregivers will provide exceptional care and attention to detail, ensuring each child thrives.
 - Engaging Learning: Play-based activities will spark curiosity and imagination, fostering a love for learning at a young age.
 - Safe & Secure Environment: A child-friendly space designed for optimal learning and development.
 - Experienced & Caring Staff: Dedicated educators will prioritize children's well-being, creating a nurturing environment.

CREATING CONNECTIONS

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ -	\$ -	\$ -	\$ 84,240	\$ 324,000	\$ 324,000	-
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ 41,304	\$ 166,589	\$ 166,589	-
TOTAL REVENUES	\$ -	\$ -	\$ -	\$ 125,544	\$ 490,589	\$ 490,589	-
EXPENDITURES:							
Salaries, Certified	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ -	\$ -	\$ -	\$ 78,080	\$ 293,390	\$ 293,390	-
Employee Benefits	\$ -	\$ -	\$ -	\$ 24,774	\$ 101,130	\$ 101,130	-
Professional Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Administration/Management	\$ -	\$ -	\$ -	\$ 11,413	\$ 44,599	\$ 44,599	-
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ -	\$ -	\$ -	\$ 7,277	\$ 35,470	\$ 35,470	-
Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Phone, Postage, & Printing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Books & Supplies	\$ -	\$ -	\$ -	\$ 2,000	\$ 10,000	\$ 10,000	-
Other Supplies	\$ -	\$ -	\$ -	\$ 1,000	\$ 3,000	\$ 3,000	-
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ -	\$ -	\$ -	\$ 1,000	\$ 3,000	\$ 3,000	-
Software & Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ 125,544	\$ 490,589	\$ 490,589	-
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -		

PROGRAMS & SERVICES

TRANSPORTATION

Budget Narrative

- **The Transportation budget** includes funding under the magnet transportation grant (School Choice), which allows for transportation to magnet schools. M&J Bus provides transportation for students attending RMMS, MSMHS, and TRMC.
- For 2025-2026, we are estimating the **School Choice grant** to be \$386,350. We estimate the expense of transporting students to be \$505,191 resulting in a use of fund balance of \$181,923.
- Included in this budget are operational costs of a mail courier, maintenance of vans, and M&J Bus transportation for students at RMMS, MSMHS and TRMC.
- Beginning in 2025-2026, LEARN will transport Groton students to RMMS. This is an additional cost of about \$70,000 for the school year.

TRANSPORTATION (incl TRANSPORTATION CHOICE)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
State Funds	\$ 252,200	\$ 360,100	\$ 353,677	\$ 326,350	\$ 386,350	\$ 32,673	9.2%
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ 80,448	\$ 179,079	\$ 181,923	\$ 101,475	126.1%
TOTAL REVENUES	\$ 252,200	\$ 360,100	\$ 434,125	\$ 505,429	\$ 568,273	\$ 134,148	30.9%
EXPENDITURES:							
Salaries, Certified	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 18,418	\$ 25,268	\$ 25,785	\$ 25,785	\$ 26,902	\$ 1,117	4.3%
Employee Benefits	\$ 11,855	\$ 10,642	\$ 11,530	\$ 10,566	\$ 12,293	\$ 763	6.6%
Professional Services	\$ -	\$ -	\$ 3,500	\$ 3,500	\$ 3,500	\$ -	-
Administration/Management	\$ 5,804	\$ 5,076	\$ 6,387	\$ 6,387	\$ 6,387	\$ -	-
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ 2,337	\$ 3,307	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 339,559	\$ 423,336	\$ 372,923	\$ 445,191	\$ 505,191	\$ 132,268	35.5%
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ 40	\$ -	\$ -	\$ -	\$ -	\$ -	-
Insurance	\$ 6,953	\$ 6,910	\$ 8,000	\$ 8,000	\$ 8,000	\$ -	-
Phone, Postage, & Printing	\$ 387	\$ 409	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	-
Books & Supplies	\$ 120	\$ 162	\$ -	\$ -	\$ -	\$ -	-
Other Supplies	\$ 3,939	\$ 4,011	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	-
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Software & Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 389,411	\$ 479,121	\$ 421,495	\$ 505,429	\$ 568,273	\$ 146,778	34.8%
EXCESS OF REVENUE OVER EXPENDITURES	\$ (137,211)	\$ (119,021)	\$ -	\$ -	\$ -		

PROGRAMS & SERVICES

GOODWIN UNIVERSITY MAGNET SCHOOLS (GUMS)

2023-2024 was the last year of LEARN's contract with Goodwin University Magnet Schools (GUMS).

Goodwin University Magnet Schools Demographics

- **Grades Served:**
 - Connecticut River Academy: 9-12
 - Connecticut River Middle Grades: 6-8 (Grade 8 added 2022-2023)
 - Riverside Magnet School: PreK – 5

Budget Narrative

- The GUMS budget page represents the reduction of LEARN's magnet school operations services over time.
- In October 2022, a new MSAP LEAP grant was awarded to LEARN. The grant will provide approximately \$2.0 million to Goodwin University Magnet Schools over the next five-years, beginning in October 2022 through September 2028. GUMS has been and continues to be a recipient under our MSAP grant. The 2017 EXPECT grant provided approximately \$2 million to CT River Academy over a five-year period, as well. This grant ended in March 2023. The grant budget is shown under "Programs & Services" in the budget package; no amounts related to MSAP are included above.

GOODWIN UNIVERSITY MAGNET SCHOOLS

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ 12,093,827	\$ 15,547,295	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ 12,093,827	\$ 15,547,295	\$ -	\$ -	\$ -	\$ -	-
EXPENDITURES:							
Salaries, Certified	\$ 8,745,084	\$ 11,314,469	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 1,357,291	\$ 2,217,111	\$ -	\$ -	\$ -	\$ -	-
Employee Benefits	\$ 1,879,440	\$ 2,084,283	\$ -	\$ -	\$ -	\$ -	-
Professional Services	\$ 31,100	\$ -	\$ -	\$ -	\$ -	\$ -	-
Administration/Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 473	\$ -	\$ -	\$ -	\$ -	\$ -	-
Advertising	\$ 633	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ 4,169	\$ 6,369	\$ -	\$ -	\$ -	\$ -	-
Insurance	\$ 11,859	\$ -	\$ -	\$ -	\$ -	\$ -	-
Phone, Postage, & Printing	\$ 7,685	\$ 1,335	\$ -	\$ -	\$ -	\$ -	-
Books & Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Supplies	\$ -	\$ 68	\$ -	\$ -	\$ -	\$ -	-
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ 987	\$ -	\$ -	\$ -	\$ -	\$ -	-
Software & Equipment	\$ 50,343	\$ -	\$ -	\$ -	\$ -	\$ -	-
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 12,089,064	\$ 15,623,634	\$ -	\$ -	\$ -	\$ -	-
EXCESS OF REVENUE OVER EXPENDITURES	\$ 4,763	\$ (76,340)	\$ -	\$ -	\$ -		

LEARN

Fiscal Year 2025-2026 Proposed Budget

Covid-19 Relief Funds	
Total Awarded:	\$5,461,303
Total Budgeted for 2025-2026:	\$0 *

*Budgets included for historical purposes

PROGRAMS & SERVICES

COVID-19 RELIEF FUNDS

- **Coronavirus Relief Funds (CRF):** CRF covered increased costs due to COVID-19. Expenditures included academic staff to reduce classroom sizes, substitute coverage for educators, additional sanitizing supplies, and PPE.
 - Award Period: March 1, 2020 through December 30, 2020
 - Award Amount: \$1,151,329
- **Elementary and Secondary School Emergency Relief Fund I (ESSER I):** ESSER I addressed the impact COVID-19 had on and continues to have on schools. Expenses included salary and benefits for a Coordinator of Online Learning, stipends for online learning and prioritizing instruction work groups made up of educators from across the LEARN schools, and technology to help bring schools 1:1 technology capacity.
 - Award Period: March 13, 2020 through October 30, 2022
 - Award Amount: \$317,365
- **Elementary and Secondary School Emergency Relief Fund II (ESSER II):** ESSER II offset costs related to preventing, preparing for, and responding to COVID-19 with an additional focus on addressing learning loss, preparing schools for reopening, and testing. Furthermore, expenses included the creation of a social and emotional learning scope and sequence curriculum and implementation guide, development of curriculum across all LEARN magnet schools, stipends for clubs and connection activities, continuation of committee work, Restorative Practices Training at MSMHS and TRMC, and summer resources and activities.
 - Award Period: March 13, 2020, through October 30, 2023
 - Award Amount: \$1,407,056
- **American Rescue Plan Elementary and Secondary School Emergency Relief Fund (ARP ESSER):** ARP ESSER continues the priorities of learning acceleration, student enrichment; family and community connections; social, emotional, and mental health of students; and strategic use of technology. Expenses include community activities, professional development for staff, and summer learning opportunities.
 - Award Period: March 13, 2020, through September 30, 2024
 - Award Amount: \$2,568,834
- **ARP ESSER Homeless Children and Youth (HCY) II:** HCY funds are intended to provide wraparound services needed for homeless children and youth affected by the recent pandemic. ARP ESSER Homeless is included as part of the ARP budget.
 - Award Period: March 13, 2020, through September 30, 2024
 - Award Amount: \$16,719

COVID-19 RELIEF FUNDS

	Coronavirus Relief Funds (CRF)	ESSER I	ESSER II	American Rescue Plan (ARP)	Total Covid-19 Relief Funds
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	
Award Period	3/1/2020 - 12/30/2020	3/13/2020 - 9/30/2022	3/13/2020 - 9/30/2023	3/13/2020 - 9/30/2024	
REVENUES:					
Tuition & Program Fees	\$ -	\$ -	\$ -	\$ -	\$ -
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -
Grants, Fees, & Contributions	\$ 1,151,329	\$ 317,365	\$ 1,407,056	\$ 2,568,834	\$ 5,444,584
TOTAL REVENUES	\$ 1,151,329	\$ 317,365	\$ 1,407,056	\$ 2,568,834	\$ 5,444,584
EXPENDITURES:					
Salaries, Certified	\$ 138,961	\$ 46,087	\$ 313,362	\$ 549,983	\$ 1,048,393
Salaries, Non-Certified	\$ 96,428	\$ -	\$ 218,762	\$ 670,812	\$ 986,003
Employee Benefits	\$ 41,978	\$ 9,078	\$ 74,695	\$ 226,683	\$ 352,434
Professional Services	\$ 301,015	\$ 5,000	\$ 44,025	\$ 458,448	\$ 808,488
Administration/Management	\$ -	\$ -	\$ 91,653	\$ 216,972	\$ 308,625
Property Services	\$ 110,800	\$ -	\$ -	\$ -	\$ 110,800
Maintenance	\$ 62,967	\$ -	\$ -	\$ 6,515	\$ 69,482
Rent/Internal Rent	\$ 13,600	\$ -	\$ -	\$ -	\$ 13,600
Transportation/Travel	\$ -	\$ -	\$ 10,785	\$ 18,770	\$ 29,555
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -
Other Purchased Services	\$ 2,145	\$ -	\$ 102,013	\$ 134,540	\$ 238,699
Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Phone, Postage, & Printing	\$ -	\$ -	\$ 593	\$ 4,075	\$ 4,668
Books & Supplies	\$ 224,353	\$ -	\$ 47,449	\$ 85,054	\$ 356,856
Other Supplies	\$ -	\$ -	\$ 306,407	\$ 10,583	\$ 316,990
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -
Food for Programs	\$ -	\$ -	\$ 1,650	\$ 7,058	\$ 8,708
Software & Equipment	\$ 159,082	\$ 257,200	\$ 195,661	\$ 179,340	\$ 791,283
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -
Organizational Dues	\$ -	\$ -	\$ -	\$ -	\$ -
Potential Surplus					
TOTAL EXPENDITURES	\$ 1,151,329	\$ 317,365	\$ 1,407,056	\$ 2,568,834	\$ 5,444,584
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -

LEARN

Fiscal Year 2025-2026 Proposed Budget

Organizational Support

Total Budget: \$3,023,224

**Expenditures funded through
administrative fees:*

\$4,422,987

ORGANIZATIONAL SUPPORT

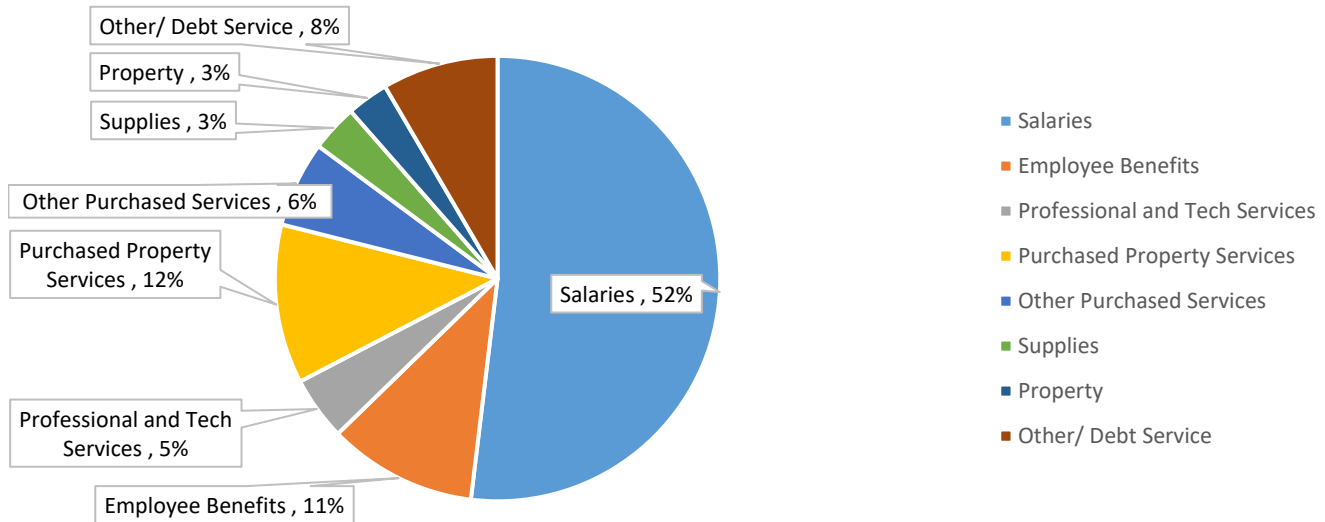
About Organizational Support

- **Communications & Marketing and Special Projects:** The teams help drive strategic initiatives, launch new projects and events, and deepen engagement across LEARN and the region. They help internal and external partners tell impactful stories, connect with key audiences, and move initiatives forward.
 - Communications & Marketing Team – Supports both internal and external customers by developing clear, consistent communication strategies that enhance engagement. They strengthen staff communication, leadership messaging, public outreach, and brand identity to build meaningful connections with students, families, employees, and the community. Services include strategic communications, engagement, and digital and social media.
 - Special Projects – Supports the region and agency in the design and development of new programming including supporting the building of LEARN’s newest early childhood school.
- **Information Technology (IT):** IT provides the backbone of the technology infrastructure of LEARN. The unit provides support not only to the central office building but also to LEARN schools and programs.
 - Additionally, this budget includes the revenues and expenditures incurred by LEARN’s Technology/PowerSchool Regional Services. LEARN’s Technology/PowerSchool Regional Services provides IT support to districts throughout Eastern Connecticut.
- **Executive Services:** Executive Services includes the Office of the Executive Director, the Offices of the Deputy Executive Director and the Associate Executive Director, the Magnet Office, the Business Office, Human Resources, Fingerprinting, and copy/postage costs related to the central office building at 44 Hatchetts Hill Road.
- All expenses related to Organizational Support are charged back to schools, programs, and grants through administrative or management fees/costs.

ORGANIZATIONAL SUPPORT

	Communications/ Marketing and Special Projects	Information Technology	Executive Services	ORGANIZATIONAL SUPPORT 2025-2026 PROPOSED
REVENUES:				
Tuition & Program Fees	\$ -	\$ 446,274	\$ 513,500	\$ 959,774
State Funds	\$ -	\$ -	\$ -	\$ -
Grants, Fees, & Contributions	\$ -	\$ 140,700	\$ 379,664	\$ 520,364
Interest Income	\$ -	\$ -	\$ 525,000	\$ 525,000
Use of Fund Balance	\$ -	\$ -	\$ 1,018,086	\$ 1,018,086
TOTAL REVENUES	\$ -	\$ 586,974	\$ 2,436,250	\$ 3,023,224
EXPENDITURES:				
Salaries, Certified	\$ -	\$ -	\$ 506,788	\$ 506,788
Salaries, Non-Certified	\$ 423,479	\$ 1,197,555	\$ 1,737,970	\$ 3,359,004
Employee Benefits	\$ 43,017	\$ 279,190	\$ 483,152	\$ 805,359
Professional Services	\$ 24,453	\$ 7,000	\$ 312,605	\$ 344,058
Administration/Management	\$ -	\$ -	\$ -	\$ -
Property Services	\$ -	\$ -	\$ 45,000	\$ 45,000
Maintenance	\$ -	\$ -	\$ 563,767	\$ 563,767
Rent/Internal Rent	\$ 38,910	\$ 69,052	\$ 144,508	\$ 252,470
Transportation/Travel	\$ 1,000	\$ 12,500	\$ 42,990	\$ 56,490
Advertising	\$ 1,500	\$ -	\$ 3,075	\$ 4,575
Other Purchased Services	\$ 13,000	\$ 624	\$ 49,862	\$ 63,486
Insurance	\$ -	\$ 30,560	\$ 155,795	\$ 186,355
Phone, Postage & Printing	\$ 37,350	\$ 6,572	\$ 108,149	\$ 152,071
Books & Supplies	\$ 2,430	\$ 6,000	\$ 19,685	\$ 28,115
Other Supplies	\$ 8,336	\$ 600	\$ 27,700	\$ 36,636
Utilities	\$ -	\$ 500	\$ 152,000	\$ 152,500
Food for Programs	\$ 15,250	\$ -	\$ 21,350	\$ 36,600
Software & Equipment	\$ 9,030	\$ 114,858	\$ 101,727	\$ 225,615
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -
Organizational Dues	\$ 2,135	\$ 255	\$ 35,397	\$ 37,787
Interest & Principal Payments	\$ -	\$ -	\$ 589,535	\$ 589,535
Use of 12% Admin Fee	\$ (619,890)	\$ (1,138,292)	\$ (2,664,805)	\$ (4,422,987)
Potential Surplus	\$ -	\$ -		\$ -
TOTAL EXPENDITURES	\$ -	\$ 586,974	\$ 2,436,250	\$ 3,023,224
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -

ORGANIZATIONAL SUPPORT: 2025-2026 EXPENSES



	Communications/ Marketing and Special Projects	Information Technology	Executive Services	Totals	%
Salaries, Certified	-	-	506,788	506,788	6.8%
Salaries, Non Certified	423,479	1,197,555	1,737,970	3,359,004	45.1%
Total Salaries	423,479	1,197,555	2,244,758	3,865,792	51.9%
Employee Benefits	43,017	279,190	483,152	805,359	10.8%
Total Employee Benefits	43,017	279,190	483,152	805,359	10.8%
Professional Services	24,453	7,000	312,605	344,058	4.6%
Total Prof. and Tech. Services	24,453	7,000	312,605	344,058	4.6%
Property Services	-	-	45,000	45,000	0.6%
Maintenance	-	-	563,767	563,767	7.6%
Rent/Internal Rent	38,910	69,052	144,508	252,470	3.4%
Total Purch. Property Services	38,910	69,052	753,275	861,237	11.6%
Transportation/Travel	1,000	12,500	42,990	56,490	0.8%
Advertising	1,500	-	3,075	4,575	0.1%
Other Purchased Services	13,000	624	49,862	63,486	0.9%
Insurance	-	30,560	155,795	186,355	2.5%
Phone, Postage & Printing	37,350	6,572	108,149	152,071	2.0%
Total Other Purchased Services	52,850	50,256	359,871	462,977	6.2%
Books & Supplies	2,430	6,000	19,685	28,115	0.4%
Other Supplies	8,336	600	27,700	36,636	0.5%
Utilities	-	500	152,000	152,500	2.0%
Food For Programs	15,250	-	21,350	36,600	0.5%
Total Supplies	26,016	7,100	220,735	253,851	3.4%
Software & Equipment	9,030	114,858	101,727	225,615	3.0%
Total Property	9,030	114,858	101,727	225,615	3.0%
Organizational Dues	2,135	255	35,397	37,787	0.5%
Interest & Principal Payments	-	-	589,535	589,535	7.9%
Total Other/Debt Services	2,135	255	624,932	627,322	8.4%

ORGANIZATIONAL SUPPORT

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 901,134	\$ 1,401,483	\$ 1,122,351	\$ 1,115,950	\$ 959,774	\$ (156,176)	(14.5%)
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ 511,257	\$ 504,176	\$ 580,665	\$ 508,815	\$ 520,364	\$ 11,549	(10.4%)
Interest Income	\$ 422,608	\$ 656,656	\$ 428,000	\$ 428,000	\$ 525,000	\$ 97,000	22.7%
Use of Fund Balance	\$ -	\$ -	\$ 957,236	\$ 680,095	\$ 1,018,086	\$ 337,991	6.4%
TOTAL REVENUES	\$ 1,834,999	\$ 2,562,314	\$ 3,088,252	\$ 2,732,860	\$ 3,023,224	\$ (65,028)	(2.1%)
EXPENDITURES:							
Salaries, Certified	\$ 516,621	\$ 614,839	\$ 492,173	\$ 492,173	\$ 506,788	\$ 14,615	3.0%
Salaries, Non-Certified	\$ 2,337,885	\$ 2,426,254	\$ 3,217,173	\$ 3,039,463	\$ 3,359,004	\$ 141,831	4.4%
Employee Benefits	\$ 593,039	\$ 614,936	\$ 742,185	\$ 687,418	\$ 805,359	\$ 63,174	8.5%
Professional Services	\$ 237,269	\$ 349,414	\$ 329,253	\$ 366,816	\$ 344,058	\$ 14,805	4.5%
Administration/Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Property Services	\$ 305,669	\$ 28,914	\$ 305,000	\$ 17,000	\$ 45,000	\$ (260,000)	(85.2%)
Maintenance	\$ 272,684	\$ 583,346	\$ 342,267	\$ 571,027	\$ 563,767	\$ 221,500	64.7%
Rent/Internal Rent	\$ 221,424	\$ 239,025	\$ 257,437	\$ 250,518	\$ 252,470	\$ (4,967)	(1.9%)
Transportation/Travel	\$ 51,522	\$ 32,469	\$ 51,490	\$ 56,490	\$ 56,490	\$ 5,000	9.7%
Advertising	\$ 4,233	\$ 2,290	\$ 21,500	\$ 5,300	\$ 4,575	\$ (16,925)	(78.7%)
Other Purchased Services	\$ 47,522	\$ 28,324	\$ 54,454	\$ 56,186	\$ 63,486	\$ 9,032	16.6%
Insurance	\$ 172,620	\$ 179,383	\$ 182,915	\$ 186,355	\$ 186,355	\$ 3,440	1.9%
Phone, Postage & Printing	\$ 110,816	\$ 132,099	\$ 217,584	\$ 151,784	\$ 152,071	\$ (65,513)	(30.1%)
Books & Supplies	\$ 13,680	\$ 15,792	\$ 25,465	\$ 28,865	\$ 28,115	\$ 2,650	10.4%
Other Supplies	\$ 2,836	\$ 18,224	\$ 40,536	\$ 39,036	\$ 36,636	\$ (3,900)	(9.6%)
Utilities	\$ 118,572	\$ 120,863	\$ 95,500	\$ 155,600	\$ 152,500	\$ 57,000	59.7%
Food for Programs	\$ 14,902	\$ 44,246	\$ 29,893	\$ 29,093	\$ 36,600	\$ 6,707	22.4%
Software & Equipment	\$ 190,401	\$ 174,592	\$ 217,691	\$ 226,901	\$ 225,615	\$ 7,924	3.6%
Capital Set-Aside	\$ 1,210,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 136,773	\$ 10,431	\$ 38,537	\$ 37,437	\$ 37,787	\$ (750)	(1.9%)
Interest & Principal Payments	\$ 379,535	\$ 379,535	\$ 379,535	\$ 379,535	\$ 589,535	\$ 210,000	55.3%
Use of 12% Admin Fee	\$ (4,838,812)	\$ (3,110,853)	\$ (3,952,336)	\$ (4,044,137)	\$ (4,422,987)	\$ (470,651)	11.9%
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 2,099,191	\$ 2,884,125	\$ 3,088,252	\$ 2,732,860	\$ 3,023,224	\$ (65,028)	(2.1%)
EXCESS OF REVENUE OVER EXPENDITURES	\$ (264,192)	\$ (321,810)	\$ -	\$ -	\$ -		

ORGANIZATIONAL SUPPORT

COMMUNICATIONS & MARKETING AND SPECIAL PROJECTS

In 2025-2026, **Communications & Marketing and Development/Special Projects** is comprised of: the Communications & Marketing Team, Special Projects Department, and Internal Food Service.

Budget Narrative

- **Supports** provided by Communications & Marketing and Special Projects include:
 - Develop clear agency identity, Craft messaging that resonates with families, staff, and the community; Enhance storytelling to showcase successes and initiatives; Develop templates for streamlined communication.
 - Engagement: Strengthen connections with constituent groups through targeted outreach; Develop campaigns to increase participation in programs and services; Improve communication channels.
 - Digital & Social Media: Optimize website content for increased engagement; Develop and manage social media campaigns to increase visibility; Develop templates for blogs and newsletters.
- **Communications:** The Communications Team supports a wide-range of activities aimed at promoting LEARN's schools, programs, and services. In 2025-2026, expenses related to communications include event organization, printing of agency wide materials, and purchased services related to communications and marketing.
- **Special Projects:** The Office of Special Projects oversees the implementation of unique projects at the LEARN agency. This department also oversees the new early childhood school (Early Childhood Center of Excellence). The planning for the \$95 million project begun July 1, 2024.

COMMUNICATIONS & MARKETING AND SPECIAL PROJECTS

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interest Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
EXPENDITURES:							
Salaries, Certified	\$ 44,895	\$ 129,146	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 297,673	\$ 228,214	\$ 527,961	\$ 413,728	\$ 423,479	\$ (104,482)	(19.8%)
Employee Benefits	\$ 78,814	\$ 65,014	\$ 58,374	\$ 37,624	\$ 43,017	\$ (15,357)	(26.3%)
Professional Services	\$ 19,693	\$ 50,044	\$ 24,453	\$ 24,453	\$ 24,453	\$ -	-
Administration/Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ 1,814	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ 15,816	\$ 37,182	\$ 38,910	\$ 38,910	\$ 38,910	\$ -	-
Transportation/Travel	\$ 525	\$ 368	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	-
Advertising	\$ 1,605	\$ 102	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	-
Other Purchased Services	\$ 26,356	\$ 9,858	\$ 13,000	\$ 13,000	\$ 13,000	\$ -	-
Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Phone, Postage & Printing	\$ 15,263	\$ 31,795	\$ 39,250	\$ 36,750	\$ 37,350	\$ (1,900)	(4.8%)
Books & Supplies	\$ 1,096	\$ 852	\$ 2,430	\$ 2,430	\$ 2,430	\$ -	-
Other Supplies	\$ 400	\$ 2,434	\$ 9,836	\$ 8,836	\$ 8,336	\$ (1,500)	(15.3%)
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Food for Programs	\$ 2,094	\$ 3,730	\$ 15,250	\$ 15,250	\$ 15,250	\$ -	-
Software & Equipment	\$ 7,422	\$ 16,569	\$ 7,400	\$ 7,400	\$ 9,030	\$ 1,630	22.0%
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 1,150	\$ -	\$ 2,135	\$ 2,135	\$ 2,135	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of 12% Admin Fee	\$ (512,802)	\$ (577,121)	\$ (741,499)	\$ (603,016)	\$ (619,890)	\$ 121,609	(16.4%)
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -		

ORGANIZATIONAL SUPPORT

INFORMATION TECHNOLOGY (IT)

Information Technology – The IT Office oversees the infrastructure and software of all LEARN’s schools and programs. Since 2023-2024, this office also includes revenues and expenditures for LEARN’s Technology/PowerSchool Regional Services.

2025-2026 Revenue Sources

- **Tuition & Program Fees: \$446,274**
 - \$389,510 Technology Regional Services
 - \$56,764 PowerSchool Regional Services
- **Grants, Fees, and Other Contributions: \$140,700**
 - \$140,700 per student fee paid by schools

Budget Narrative

- **Support:** Information Technology provides support to LEARN magnet schools, programs, and departments.
- **Per student fee:** Information Technology receives internal funding from LEARN magnet schools and Student Support Services for dedicated on-site tech. support. Magnet schools pay \$100 per student based on October 1 enrollment. This internal funding is included in Grants, Fees, and Other Contributions for 2025-2026.
- **Technology and PowerSchool Regional Services:** For 2025-2026, the revenues and expenses for LEARN’s Technology/PowerSchool Regional Services are presented in this budget. LEARN’s Technology/PowerSchool Regional Services provides IT support to Eastern Connecticut. We currently have contracts with Bozrah, North Stonington, Preston, New London, and Integrated Day Charter School (IDCS). Through the PowerSchool Consortium, LEARN can provide a cost-effective solution for PowerSchool support. We currently have contracts with six districts including Ledyard, Putnam, and Salem.
- **Cyber Security:** IT partners with KnowBe4 to provide all staff with the most up-to-date trainings on the latest cyber security threats. In 2024-2025, LEARN also implemented new software to fortify cybersecurity. This initiative will be offered to customers in the upcoming year.

INFORMATION TECHNOLOGY

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 248,218	\$ 287,135	\$ 438,122	\$ 409,580	\$ 446,274	\$ 8,152	1.9%
State Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ 142,500	\$ 138,800	\$ 141,000	\$ 139,000	\$ 140,700	\$ (300)	(0.2%)
Interest Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL REVENUES	\$ 390,718	\$ 425,935	\$ 579,122	\$ 548,580	\$ 586,974	\$ 7,852	1.4%
EXPENDITURES:							
Salaries, Certified	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 885,747	\$ 921,054	\$ 1,020,235	\$ 1,096,415	\$ 1,197,555	\$ 177,320	17.4%
Employee Benefits	\$ 198,687	\$ 189,974	\$ 237,058	\$ 236,983	\$ 279,190	\$ 42,132	17.8%
Professional Services	\$ 1,657	\$ 3,287	\$ 7,000	\$ 7,000	\$ 7,000	\$ -	-
Administration/Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ 1,130	\$ -	\$ -	\$ -	\$ -	-
Rent/Internal Rent	\$ 63,264	\$ 69,052	\$ 67,117	\$ 69,052	\$ 69,052	\$ 1,935	2.9%
Transportation/Travel	\$ 4,336	\$ 4,342	\$ 12,500	\$ 15,500	\$ 12,500	\$ -	-
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ 378	\$ 440	\$ 624	\$ 624	\$ 624	\$ -	-
Insurance	\$ 22,755	\$ 27,121	\$ 27,120	\$ 30,560	\$ 30,560	\$ 3,440	12.7%
Phone, Postage, & Printing	\$ 11,247	\$ 4,441	\$ 6,572	\$ 6,572	\$ 6,572	\$ -	-
Books & Supplies	\$ 569	\$ 5,139	\$ 6,000	\$ 6,000	\$ 6,000	\$ -	-
Other Supplies	\$ 247	\$ -	\$ 600	\$ 600	\$ 600	\$ -	-
Utilities	\$ -	\$ -	\$ 500	\$ 500	\$ 500	\$ -	-
Food for Programs	\$ 877	\$ 648	\$ 0	\$ -	\$ -	\$ -	-
Software & Equipment	\$ 92,493	\$ 44,131	\$ 114,588	\$ 126,274	\$ 114,858	\$ 270	0.2%
Capital Set-Aside	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 255	\$ -	\$ 255	\$ 255	\$ 255	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Use of 12% Admin Fee	\$ (891,794)	\$ (844,822)	\$ (921,047)	\$ (1,047,755)	\$ (1,138,292)	\$ (217,245)	23.6%
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 390,718	\$ 425,935	\$ 579,122	\$ 548,580	\$ 586,974	\$ 7,852	1.4%
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -		

ORGANIZATIONAL SUPPORT

EXECUTIVE SERVICES

In 2025-2026, **Executive Services** is comprised of: the Office of the Executive Director, Offices of the Deputy Executive Director and the Associate Executive Director, a portion of the Magnet Office, the Business Office, Human Resources, ParaPro testing, Fingerprinting, building expenses, and copy/postage costs related to the central office building at 44 Hatchetts Hill Road.

2025-2026 Revenue Sources

- **Tuition & Program Fees: \$513,500**
 - \$494,500 Business Office sale of service
 - \$19,000 Other sale of service (including Fingerprinting and ParaPro)
- **Grants, Fees, and Other Contributions: \$439,665**
 - \$9,850 Membership fees & dues
 - \$319,815 Internal rent revenue
 - \$50,000 Internal copy/postage revenue
- **Interest Income: \$525,000**
 - \$525,000 Interest income
- **Use of Fund Balance: \$1,018,086**
 - **\$1,018,086** Use of Fund Balance

Budget Narrative

- **Admin Fee:** Each magnet school and LEARN office is charged an administrative fee to cover the costs of Organizational Support. The admin fee is shown as an expense in the respective school and office budgets, and as a credit in Executive Services. For 2024-2025 and 2025-2026, due to the lack of increase in state and local tuition funding, LEARN made the decision to reduce the administration fee for all schools from 12% to 10%. Programs continue with a 12% admin fee.
- **Business Office:** In 2020 - 2021, LEARN's Business Office began to provide back-office support to school districts and other educational partners. We anticipate this work will continue to grow in 2025-2026. Currently, the Business Office supports Region 17 (Haddam/Killingworth), and Integrated Day Charter School (IDCS).
- **Internal Rent & Copy/Postage:** Offices housed at central office are charged an internal rent amount to offset costs related to the office building. Internal copy and postage charges are offset in a similar way and include the magnet schools and programs.
- **Principal Payment:** In 2022-2023, Organizational Support began to pay the full interest and principal of the Ocean Avenue LEARNing Academy loan. For 2025-2026, we are also estimating paying \$210,000 for short term borrowings for the 51 Daniels Avenue project.
- **Interest Income:** Interest rates significantly increased in the past year. LEARN worked with our lead bank to maximize safety security risk. Due to the increase in rates, interest earned is budgeted at \$525,000 for 2025-2026. Appendix B contains a historical chart of federal interest rate fluctuations.

EXECUTIVE SERVICES (incl Business Office, HR, and portion of Magnet Office)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Tuition & Program Fees	\$ 652,917	\$ 1,114,347	\$ 684,229	\$ 706,370	\$ 513,500	\$ (170,729)	(25.%)
State Funds			\$ -	\$ -	\$ -	\$ -	-
Grants, Fees, & Contributions	\$ 368,757	\$ 365,376	\$ 439,665	\$ 369,815	\$ 379,664	\$ (60,001)	(13.6%)
Interest Income	\$ 422,608	\$ 656,656	\$ 428,000	\$ 428,000	\$ 525,000	\$ 97,000	22.7%
Use of Fund Balance	\$ -	\$ -	\$ 957,236	\$ 674,270	\$ 1,018,086	\$ 60,850	6.4%
TOTAL REVENUES	\$ 1,444,281	\$ 2,136,379	\$ 2,509,130	\$ 2,178,455	\$ 2,436,250	\$ (72,880)	(2.9%)
EXPENDITURES:							
Salaries, Certified	\$ 471,726	\$ 485,693	\$ 492,173	\$ 492,173	\$ 506,788	\$ 14,615	3.0%
Salaries, Non-Certified	\$ 1,154,465	\$ 1,276,986	\$ 1,668,977	\$ 1,529,320	\$ 1,737,970	\$ 68,993	4.1%
Employee Benefits	\$ 315,538	\$ 359,948	\$ 446,753	\$ 412,811	\$ 483,152	\$ 36,399	8.1%
Professional Services	\$ 215,920	\$ 296,083	\$ 297,800	\$ 335,363	\$ 312,605	\$ 14,805	5.0%
Administration/Management			\$ -	\$ -	\$ -	\$ -	-
Property Services	\$ 305,669	\$ 28,914	\$ 305,000	\$ 17,000	\$ 45,000	\$ (260,000)	(85.2%)
Maintenance	\$ 272,684	\$ 580,403	\$ 342,267	\$ 571,027	\$ 563,767	\$ 221,500	64.7%
Rent/Internal Rent	\$ 142,344	\$ 132,792	\$ 151,410	\$ 142,556	\$ 144,508	\$ (6,902)	(4.6%)
Transportation/Travel	\$ 46,660	\$ 27,760	\$ 37,990	\$ 39,990	\$ 42,990	\$ 5,000	13.2%
Advertising	\$ 2,628	\$ 2,188	\$ 20,000	\$ 3,800	\$ 3,075	\$ (16,925)	(84.6%)
Other Purchased Services	\$ 20,788	\$ 18,026	\$ 40,830	\$ 42,562	\$ 49,862	\$ 9,032	22.1%
Insurance	\$ 149,866	\$ 152,262	\$ 155,795	\$ 155,795	\$ 155,795	\$ -	-
Phone, Postage & Printing	\$ 84,305	\$ 95,863	\$ 171,762	\$ 108,462	\$ 108,149	\$ (63,613)	(37.0%)
Books & Supplies	\$ 12,015	\$ 9,801	\$ 17,035	\$ 20,435	\$ 19,685	\$ 2,650	15.6%
Other Supplies	\$ 2,189	\$ 15,791	\$ 30,100	\$ 29,600	\$ 27,700	\$ (2,400)	(8.0%)
Utilities	\$ 118,572	\$ 120,863	\$ 95,000	\$ 155,100	\$ 152,000	\$ 57,000	60.0%
Food for Programs	\$ 11,931	\$ 39,868	\$ 14,643	\$ 13,843	\$ 21,350	\$ 6,707	45.8%
Software & Equipment	\$ 90,486	\$ 113,892	\$ 95,703	\$ 93,227	\$ 101,727	\$ 6,024	-
Capital Set-Aside	\$ 1,210,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Organizational Dues	\$ 135,368	\$ 10,431	\$ 36,147	\$ 35,047	\$ 35,397	\$ (750)	-
Interest & Principal Payments	\$ 379,535	\$ 379,535	\$ 379,535	\$ 379,535	\$ 589,535	\$ 210,000	55.3%
Use of 12% Admin Fee	\$ (3,434,216)	\$ (1,688,910)	\$ (2,289,790)	\$ (2,399,191)	\$ (2,664,805)	\$ (375,015)	16.4%
Potential Surplus			\$ -	\$ -	\$ -	\$ -	-
TOTAL EXPENDITURES	\$ 1,708,473	\$ 2,458,189	\$ 2,509,130	\$ 2,178,455	\$ 2,436,250	\$ 257,795	(2.9%)
EXCESS OF REVENUE OVER EXPENDITURES	\$ (264,192)	\$ (321,810)	\$ -	\$ -	\$ -		

LEARN

Fiscal Year 2025-2026 Proposed Budget

Non-Operating Items

Total Budget: \$58,743,532

NON-OPERATING ITEMS

Non-operating items include monies that are not considered to be part of LEARN's operating expenses. These funds must be reported separately for auditing purposes. LEARN staff manage these monies. Additional information on each is included in the following pages.

Non-Operating Items include:

- Eastern CT Health and Medical Cooperative (ECHMC)
- Capital Projects
- Food Service

NON-OPERATING ITEMS: SUMMARY BY PROGRAM

	ECHMC	Capital Projects	Food Service	TOTAL 2025-2026 PROPOSED
REVENUES:				
Premiums Paid (ECHMC)	\$ 38,246,751	\$ -	\$ -	\$ 38,246,751
Transfers In - Schools & Programs	\$ -	\$ 25,000	\$ -	\$ 25,000
Intergovernmental Revenues	\$ -	\$ 17,952,107	\$ 848,458	\$ 18,800,565
Breakfast/Lunch Fees Collected	\$ -	\$ -	\$ 180,000	\$ 180,000
Service Fees	\$ -	\$ -	\$ -	\$ -
Use of Fund Balance	\$ -	\$ 1,164,848	\$ -	\$ 1,164,848
Potential Deficit	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUES	\$ 38,246,751	\$ 19,141,955	\$ 1,028,458	\$ 58,417,164
EXPENDITURES:				
Salaries, Certified	\$ -	\$ -	\$ -	\$ -
Salaries, Non-Certified	\$ -	\$ -	\$ 105,061	\$ 105,061
Employee Benefits	\$ -	\$ -	\$ 23,970	\$ 23,970
Professional Services	\$ 38,146,751	\$ -	\$ -	\$ 38,146,751
Administration/Management	\$ -	\$ -	\$ -	\$ -
Property Services	\$ -	\$ -	\$ -	\$ -
Maintenance	\$ -	\$ -	\$ 14,700	\$ 14,700
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -
Transportation/Travel	\$ -	\$ -	\$ 315	\$ 315
Advertising	\$ -	\$ -	\$ -	\$ -
Other Purchased Services	\$ -	\$ -	\$ 1,155	\$ 1,155
Insurance	\$ -	\$ -	\$ 4,200	\$ 4,200
Phone, Postage & Printing	\$ -	\$ -	\$ 210	\$ 210
Books & Supplies	\$ -	\$ -	\$ -	\$ -
Other Supplies	\$ -	\$ -	\$ 4,951	\$ 4,951
Utilities	\$ -	\$ -	\$ 110,000	\$ 110,000
Food for Programs	\$ -	\$ -	\$ 659,188	\$ 659,188
Software & Equipment	\$ -	\$ -	\$ -	\$ -
Capital Projects	\$ -	\$ 19,141,955	\$ 75,000	\$ 19,216,955
Organizational Dues	\$ -	\$ -	\$ -	\$ -
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -
Potential Surplus	\$ 100,000	\$ -	\$ 29,708	\$ 129,708
	\$ 38,246,751	\$ 19,141,955	\$ 1,028,458	\$ 58,417,164
EXCESS OF REVENUE OVER EXPENDITURES	\$ -	\$ -	\$ -	\$ -

NON-OPERATING ITEMS

EASTERN CT HEALTH AND MEDICAL COOPERATIVE (ECHMC)

Budget Narrative

- **Eastern CT Health and Medical Cooperative (ECHMC):** ECHMC is a health and medical consortium designed to mitigate health care costs. LEARN serves as the fiscal agent. For 2024-2025, the consortium includes Old Saybrook, North Stonington, Westbrook Town and Board, Region 17, Region 18, East Haddam Town and Board, Goodwin University, and LEARN.
- As of June 30, 2024, the consortium's net position was \$2,044,509.
- As of February 28, 2025, the consortium's net position was \$1,826,842.
- See the chart below for allocation rate changes:

Summary of Medical and Dental Allocation Rates

Fiscal Year	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
LEARN Medical % Change	9.00%	5.00%	-15.0%	-10.0%	5.0%	8.0%	10.0% Estimated
LEARN Dental % Change	0.0%	5.00%	-15.0%	0.0%	5.0%	8.0%	10.0% Estimated

EASTERN CT HEALTH & MEDICAL COOPERATIVE (ECHMC)

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
Cash Inflows (Premiums Paid)	\$ 13,317,480	\$ 27,901,786	\$ 30,189,881	\$ 34,769,774	\$ 38,246,751	\$ 8,056,870	26.7%
Cash Outlays (Expenses)	\$ 14,601,569	\$ 31,345,473	\$ 30,217,229	\$ 35,066,472	\$ 38,146,751	\$ 7,929,522	26.2%
Potential Surplus	\$ -	\$ -	\$ -	\$ -	\$ 100,000		
Potential Deficit	\$ -	\$ -	\$ 27,348	\$ 296,698	\$ -	\$ (27,348)	(100.%)
Net Addition/(Deduction)	\$ (1,284,089)	\$ (3,443,687)	\$ -	\$ -	\$ -		

* ECHMC's net position as of June, 30, 2024, is \$2,044,509

NON-OPERATING ITEMS

CAPITAL PROJECTS

2024-2025 Revenue Sources

- **Cash Inflows (Loans/Grants): \$17,952,107**
 - \$17,952,107 Estimated 95% State reimbursement of Early Childhood Center of Excellence
- **Transfers In: \$25,000**
 - \$25,000 Regional Multicultural Magnet School

Budget Narrative

- **Capital Projects:** As LEARN does not have taxing authority to fund major repairs and upgrades, the agency established a Capital Improvement line in the budget.
 - **2023-2024:** The renovation of the LEARN Transition Academy's new location in Niantic occurred, as well as student and staff technology replacement at all locations.
 - **2024-2025:** Technology replacements for students and staff at all locations are underway across all locations. In addition, renovations to the first and second floors of the LEARN central office-including new flooring, updated bathrooms, and reconfigured office spaces – have been completed.
 - **2025-2026:** Technology replacements for students and staff at all locations and IT infrastructure.
 - A detailed list of completed and future capital plan expenditures is included in Appendix C.
- **New Early Childhood School.** In 2025-2026, we are estimating \$18,896,955 in expenses for the Early Childhood Center of Excellence project, with a 95% state reimbursement rate.

CAPITAL PROJECTS

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
Cash Inflows (Loans/Grants)	\$ 4,592,312	\$ 594,734	\$ 5,180,734	\$ 3,713,388	\$ 17,952,107	\$ 12,771,373	246.5%
Transfers In - Schools & Programs	\$ 85,000	\$ -	\$ 57,605	\$ 46,182	\$ 25,000	\$ (32,605)	(56.6%)
Transfers In - Board Approved	\$ 610,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
						\$ -	-
Expenses*	\$ (7,551,515)	\$ (1,548,238)	\$ (6,908,830)	\$ (3,908,830)	\$ (19,141,955)	\$ (12,233,125)	177.1%
						\$ -	-
Use of Fund Balance	\$ 2,264,203	\$ 953,504	\$ 1,670,491	\$ 149,260	\$ 1,164,848	\$ (505,643)	(30.3%)
Net Addition/(Deduction)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-

* Expenses detailed in Appendix C. Expenses include two multi-year projects: Project #2 and Early Childhood Center of Excellence

NON-OPERATING ITEMS

FOOD SERVICE

Budget Narrative

- **Food Service:** LEARN provides food services for LEARN's four magnet schools and outplacement programs. In 2023-2024, LEARN chose Whitsons Culinary Group as a food service management company through the RFP process.
- For 2021-2022, participation and revenue dramatically increased due to the Federal Government providing free meals for all students. In 2022-2023, LEARN received a SMART food grant in the amount of \$135,790.50 that provided free meals for all students through November 2022. Starting December 1, 2022, we collected lunch and breakfast payment by status until February 28, 2023. On March 1, 2023, through the end of the 2022-2023 school year, the Federal Government provided additional funds for free meals for all students. For 2023-2024, free breakfast continued, and students that were eligible for reduced lunch meals received free meals. For 2025-2026, our budget reflects students will be charged for all meals according to lunch status.
- For 2024-2025, LEARN requested approval to have all negative lunch balances be paid using the food service fund balance.
- Continued in 2025-2026, a portion of LEARN staff has been allocated through the food service budget to support food service operations.
- In 2025-2026, LEARN will continue to strengthen relationships with local farmers through our partnership with Healthy PlanEat.
- In 2023-2024, LEARN provided Food Service for 1,395 LEARN students and 1,214 Goodwin University Magnet School students.
- In 2024-2025, LEARN provided Food Service for 1,390 LEARN students.

Lunch Prices

2024-2025 Lunch Prices

	MSMHS	TRMC	OALA	RMMS	TFS
Breakfast	\$ 1.50	\$ 1.50	\$ 1.45	\$ 1.45	\$ 1.45
Lunch	\$ 3.00	\$ 3.00	\$ 2.85	\$ 2.85	\$ 2.85
Reduced - Breakfast *	\$ 0.30	\$ 0.30	\$ 0.30	\$ 0.30	\$ 0.30
Reduced – Lunch *	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40
Milk Only	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50

* For 2024-2025, all students who qualify for reduced meal prices receive free meals.

FOOD SERVICE

	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 PROJECTED	2025-2026 PROPOSED	DOLLAR VARIANCE	% VARIANCE
REVENUES:							
Intergovernmental Revenues	\$ 1,586,270	\$ 1,427,901	\$ 775,000	\$ 815,825	\$ 848,458	\$ 73,458	9.5%
Breakfast/Lunch Fees Collected	\$ 72,755	\$ 176,800	\$ 175,000	\$ 175,000	\$ 180,000	\$ 5,000	2.9%
Service Fees	\$ -	\$ -	\$ -			\$ -	-
TOTAL REVENUES	\$ 1,659,025	\$ 1,604,701	\$ 950,000	\$ 990,825	\$ 1,028,458	\$ 78,458	8.3%
EXPENDITURES:							
Salaries, Certified	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Salaries, Non-Certified	\$ 89,739	\$ 282,586	\$ 95,134	\$ 100,058	\$ 105,061	\$ 9,927	10.4%
Employee Benefits	\$ 21,233	\$ 20,452	\$ 17,390	\$ 22,829	\$ 23,970	\$ 6,580	37.8%
Professional Services	\$ 50,508	\$ 32,678	\$ 75,000	\$ -	\$ -	\$ (75,000)	(100.0%)
Administration/Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Property Services	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
Maintenance	\$ -	\$ -	\$ -	\$ 14,000	\$ 14,700	\$ 14,700	-
Rent/Internal Rent	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Transportation/Travel	\$ 769	\$ 1,119	\$ 1,000	\$ 300	\$ 315	\$ (685)	(68.5%)
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Purchased Services	\$ 565,192	\$ 6,793	\$ 285,153	\$ 1,100	\$ 1,155	\$ (283,998)	(99.6%)
Insurance	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,200	\$ 4,200	-
Phone, Postage & Printing	\$ 5,580	\$ 1,632	\$ 7,676	\$ 200	\$ 210	\$ (7,466)	(97.3%)
Books & Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Other Supplies	\$ 2,658	\$ 9,973	\$ 5,000	\$ 4,715	\$ 4,951	\$ (49)	(1.0%)
Utilities	\$ -	\$ 421,093	\$ -	\$ 100,000	\$ 110,000	\$ 110,000	-
Food for Programs	\$ 589,318	\$ 1,352,027	\$ 383,600	\$ 627,798	\$ 659,188	\$ 275,588	71.8%
Software & Equipment	\$ -	\$ 91,660	\$ -	\$ -	\$ -	\$ -	-
Capital Set-Aside	\$ -	\$ 470,462	\$ 80,047	\$ 100,000	\$ 75,000	\$ (5,047)	(6.3%)
Organizational Dues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interest & Principal Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Potential Surplus	\$ -	\$ -	\$ -	\$ 15,825	\$ 29,708	\$ 29,708	-
TOTAL EXPENDITURES	\$ 1,334,999	\$ 2,690,475	\$ 950,000	\$ 990,825	\$ 1,028,458	\$ 78,458	8.3%
EXCESS OF REVENUE OVER EXPENDITURES	\$ 324,027	\$ (1,085,775)	\$ -	\$ -	\$ -	\$ -	

LEARN

Fiscal Year 2025-2026 Proposed Budget

Appendices

A: Fund Balance Information

B: Interest Rate Information

C: Capital Plan

D: Staffing Summaries Proposed 2025-2026

E: Staffing Summaries 2024-2025

F: Tuition Rates: Schools

G: Tuition Rates: Student Support Services

APPENDIX A: GOVERNMENTAL FUND BALANCES

	Fiscal Year Ending June 30,		Increase
	2024	2023	(Decrease)
General Fund	\$ 22,973,501	\$ 22,884,630	\$ 88,871
Special Revenue Fund	(497,142)	385,067	(882,209)
Capital Projects Fund	(4,372,532)	(3,048,729)	(1,323,803)
Nonmajor Governmental Funds:			
Special Revenue Funds	24,764	24,764	
Student Activities	147,142	125,742	21,400
School Lunch Fund	924,604	1,996,919	(1,072,315)
Total	<u>\$ 19,200,337</u>	<u>\$ 22,368,393</u>	<u>\$ (3,168,056)</u>

Fund Balance Detail

The General Fund increased the fund balance by \$88,871.

The Capital Projects Fund decreased \$1,323,803.

The School Lunch Fund decreased the fund balance by \$1,072,315.

APPENDIX A: GOVERNMENTAL FUND BALANCES

Governmental Fund Balances as of June 30, 2024

	General Fund	Special Revenue Fund	Capital Projects Fund	Nonmajor Governmental Funds	Total Government Funds
Nonspendable for:					
Prepaid Items	\$ 28,259	\$ 3,730	-	-	\$ 31,989
Restricted for:					
Learn Projects	-	-	-	\$ 24,764	\$ 24,764
Student Activities	-	-	-	\$ 147,142	\$ 147,142
Committed for					
Salaries, Certified Personnel	-	-	-	-	\$ -
School Cafeteria	-	-	-	\$ 924,604	\$ 924,604
Assigned for:					
Compensated Absences	\$ 535,086	-	-	-	\$ 535,086
Unassigned	\$ 22,410,156	(500,872)	\$ (4,372,532)	-	\$ 17,536,752
Total Fund Balances	\$ 22,973,501	\$ (497,142)	\$ (4,372,532)	\$ 1,096,510	\$ 19,200,337

Nonspendable

This category presents amounts that cannot be spent either because they are in nonspendable form or because they are legally or contractually required to be maintained intact.

Restricted

This category presents amounts that can be spent only for specific purposes because of enabling legislation or because of constraints that are externally imposed by creditors, grantors, contributors, or the laws or regulations of other governments.

Committed

This category presents amounts that can be used only for specific purposes determined by a formal action of the highest level of decision-making authority for LEARN. Commitments may be established, modified or rescinded only through resolutions approved by the Board of Directors.

Assigned

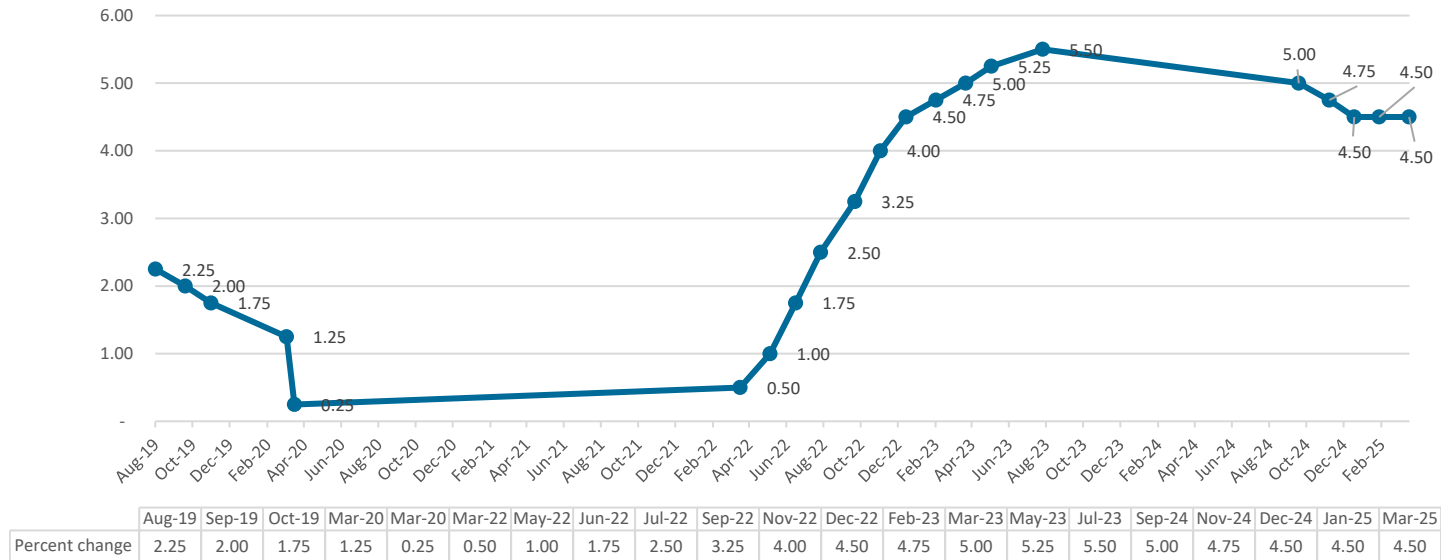
This category presents amounts that do not meet the criteria to be classified as restricted or committed but that are intended to be used for specific purposes. Intent can be expressed by the Board of Directors.

Unassigned

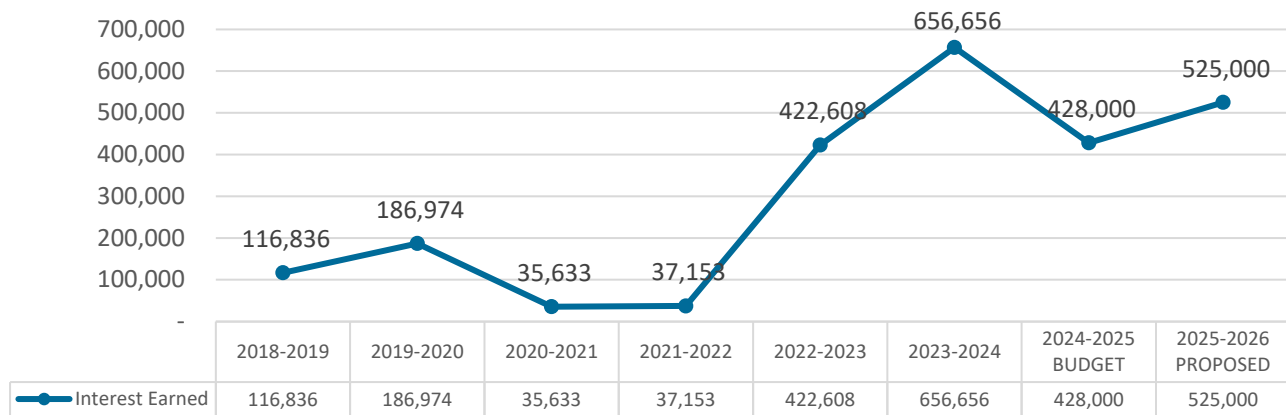
This category presents amounts that do not meet the criteria above and are available for any purpose. This category is only reported in the general fund for positive amounts and in any other fund that has a fund balance deficit.

APPENDIX B: INTEREST

Federal Interest Rate (High Range)



Interest Earned



APPENDIX C: CAPITAL PROJECTS COMPLETED**Location Key**

HH	Central Office: 44 Hatchetts Hill, Old Lyme, CT
IT	Information Technology: 44 Hatchetts Hill Rd, Old Lyme, CT
MSMHS	Marine Science Magnet High School: 130 Shennecossett Rd, Groton, CT
RMMS	Regional Multicultural Magnet School: 1 Bulkeley Pl, New London, CT
SSS	LEARNing Academy: 660 Ocean Ave, New London, CT
TA	LEARN Transition Academy: 58 Pennsylvania Avenue, Niantic, CT
TFS	The Friendship School: 24 Rope Ferry Rd, Waterford, CT
TRMC	Three Rivers Middle College Magnet High School: 574 New London Turnpike, Norwich, CT

2021-2022		
Location	Description	Total
HH	Roof project	106,448
HH	HH Desktop/Laptop replacement	31,630
HH	Garden level flooring	26,925
HH	Garden level lounge furniture	20,739
HH	Shed design and build	18,282
HH	Hot water tank replacement	11,451
IT	IT Department furniture	78,738
IT	Technical Equipment Work	24,692
IT	New phone system	17,290
IT	Wireless Controller and Aps	17,055
IT	Fortinet Firewall Renewal	15,374
IT	IT Desktop/Laptop replacement	12,072
RMMS	Boiler/chamber replacement	12,990
RMMS	Electrical replacement	10,208
TFS	Playground shade panels	10,144
Subtotal 2021-2022		414,038
Project #2 Expenditures		3,125,870
Total Expenditures 2021-2022		3,539,908

2022-2023		
Location	Description	Total
HH	Roof project, continued	520,300
HH	Technology replacement for Central Office	18,282
HH	Dumpster Installation	3,076
HH	Asphalt patching and ramp	25,406
HH	Furniture	7,972
IT	Server Replacement	32,226
IT	IT Technology Replacement	17,259
MSMHS	Student and teacher laptop replacements	113,247
RMMS	Cisco Switches	60,902
RMMS	Boiler replacement	30,311
RMMS	Teacher computers replacement	26,534
RMMS	iPad replacement	25,977
RMMS	Smart Boards replacement	22,227
RMMS	Roll Coat Rubber Surface	5,100
SSS	Playground updates	388,257
TFS	Teacher laptop replacements	53,448
TFS	Chiller/Compressor	42,530
TFS	Hot water heater	14,223
TFS	Playground post pads	6,460
TFS	Portable speed bumps	3,403
TRMC	Teacher laptop replacements	10,108
Subtotal 2022-2023		1,427,245
Project #2 Expenditures		6,124,270
Early Childhood Center of Excellence Project		97,056
Total Expenditures 2022-2023		7,551,515

2023-2024		
Location	Description	Total
HH	Hatchetts Hill renovation	17,859
HH	Staff technology replacements	16,201
HH	Uninterruptible Power Supply (UPS)	1,822
HH	Servers	13,416
IT	Technology replacement	2,097
MSMHS	Staff technology replacements	28,144
MSMHS	Phone System	15,896
MSMHS	Asphalt patching and repairs	14,455
MSMHS	Annunciator replacement	39,996
MSMHS	Student technology replacements	53,635
RMMS	SMART Interactive Display*	133,834
RMMS	CISCO Switches*	71,394
RMMS	Phone System*	40,863
RMMS	Painting	24,780
RMMS	Stair and flooring repairs	15,649
RMMS	Upgrades to camera system	28,411
RMMS	Staff technology replacements	23,937
RMMS	Student technology replacements	78,802
SSS	Cloud based technology updates	29,795
TA	Renovation and move to Niantic	263,686
TA	Network improvements	19,918
TA	SMART Interactive Display	7,213
TA	Furniture for new location	63,399
TA	Camera and security system for new location	8,550
TFS	Speed Bumps	1,973
TFS	Boiler replacement	31,809

Subtotal 2023-2024	1,047,533
Project #2 Expenditures	443,029
Early Childhood Center of Excellence Project	57,676
Total Expenditures 2022-2023	1,548,238

Multi-Year Projects	
LEARNing Academy, Project #2*	
2020-2021	121,818
2021-2022	3,125,870
2022-2023	6,124,270
2023-2024	443,029
Total Cost	
State Reimbursement (80%)	7,851,990
Total Cost to LEARN	1,962,998

Early Childhood Center of Excellence Project	
2022-2023	39,380
2023-2024 Land survey	57,676

Total Cost	97,056
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*Indicates expenses that were partially or fully grant funded

APPENDIX C: 5 YEAR CAPITAL PLAN

5 YEAR CAPITAL PLAN

Description	24-25 PROJECTED	25-26 PROPOSED	26-27	27-28	28-29
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HATCHETTS HILL CAMPUS (HH)

1st and 2nd floor renovations	836,170				
Agency-wide HVAC Maintenance	25,000		25,000	25,000	25,000
Boiler #2			65,000		
HH Desktop / Laptop replacement program	18,000	18,000	18,000	18,000	18,000
Inside Security Camera Upgrades		5,000			
Parking Lot - Asphalt crack seal, sealcoat, restripe -			25,405		
TOTAL	879,170	23,000	133,405	43,000	43,000

INFORMATION TECHNOLOGY (IT)

Cisco Switches	30,000	-			
Fortinet Firewall Renewal	32,000				
Fortinet Firewall Replacement					15,000
IT Department and Laptop Replacement Program	5,000		5,000		
Loaner Laptop Replacement	3,000	3,000	3,000	3,000	3,000
Rapid Recovery Backup Software	2,600	2,600	2,600	2,600	2,600
Server Replacements	16,000		16,000		
UPS Battery Backups 2/year	2,000	2,000	2,000	2,000	2,000
Wireless Controller and access points			18,000		
TOTAL	90,600	7,600	46,600	7,600	22,600

REGIONAL MULTICULTURAL MAGNET SCHOOL (RMMS)

Accessible lift repair	60,000				
AirWatch MDM Subscription (for iPads and MacBook management)	4,800	4,800	4,800	4,800	4,800
Asphalt crack seal, sealcoat, restripe				15,000	
Battery Backup (UPS) Replacement	2,000				
Chromebook Replacements	42,000	29,050	29,050	29,050	29,050
Commercial Dish Washer	35,000				
Fortinet Firewall Renewal	5,800				
Ice maker	4,000				
iPad Replacements			24,480	24,480	
Rapid Recovery Backup Software	2,600				
Rollcoat of playground surface (every 5 years)	6,000				6,000
Server Replacements	5,000				
SMART Learning Suite	1,600	1,600	1,600	1,600	1,600
Teacher computer replacements	30,000	21,550	28,500	28,500	28,500
Teacher desks - replacement program (\$1,000 per desk)	5,000				
Walkies for staff	11,800				
TOTAL	231,600	57,000	88,430	103,430	69,950

THE FRIENDSHIP SCHOOL (TFS)

Firewall Renewal		5,800			
I-Pads - 1:1			43,000		
Pavers/Cement front building	40,000				
Phone System Replacement					
Rapid Recovery Backup Software	2,600				
Staff Laptop Replacements		2,500			
TOTAL	42,600	8,300	43,000	-	

5 YEAR CAPITAL PLAN (CONTINUED)

Description	24-25	25-26	26-27	27-28	28-29
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MARINE SCIENCE HIGH SCHOOL (MSMHS)

Asphalt crack seal, sealcoat, restripe; every three years					22,469
Basketball Hoop (permanent installation)	3,000				
Firewall Renewal		5,800			
HVAC Heat Pump	40,000		40,000	40,000	40,000
IP Cameras	13,840				
Rapid Recovery Backup Software	2,600				
School remodel needs	83,000			32,875	
Server Replacements	5,000	5,000			
Staff Laptop replacements				59,500	
Student Laptop replacements	42,000	42,000	42,000	42,000	42,000
TV Displays		8,000	8,000		
UPS Backup Battery Replacements	1,000	1,000			
Wireless Controller		5,500			
TOTAL	190,440	67,300	90,000	174,375	104,469

THREE RIVERS MIDDLE COLLEGE MAGNET HIGH SCHOOL (TRMC)

1: 1 Student Laptops - maintenance Program	30,000	30,000	30,000	30,000	30,000
TOTAL	30,000	30,000	30,000	30,000	30,000

OCEAN AVENUE LEARNING ACADEMY (OALA)

Firewall Renewal					5,800
iPads - replacement program		15,000			
New Van	40,000				
Phone system replacement	1,000	1,000		1,000	
Rapid Recovery Backup Software	2,600	2,600			
Roof updates	59,000				
Server Replacements		5,000	5,000	5,000	
SMART Panel Replacement	5,000	5,000			
Staff Laptop Replacement program	18,000	18,000	18,000	18,000	18,000
Student Laptop Replacements	4,200	4,200	4,200	4,200	4,200
UPS Backup Battery Replacements	1,000	1,000			2,000
TOTAL	130,800	51,800	27,200	28,200	30,000

LEARN TRANSITION ACADEMY

Renovation of building - Niantic, CT					
Upgrades to outside camera system					
TOTAL	-	-	-	-	-

TOTAL ALL LOCATIONS	1,595,210	245,000	458,635	386,605	300,019
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APPENDIX D: STAFFING SUMMARY - PROPOSED 2025-2026**LEARN MAGNET SCHOOLS**

	RMMS	TFS	MSMHS	TRMC	TOTAL
Principal	Mariana Reyes	Jessica Silvestro	Tara Amatrudo	Brad Columbus	4
Assistant Principal	1.2	1.2	1.0		3.40
Certified Teachers	30.5	29	23.9	4.75	88.15
Coaches (incl Magnet Theme)	3	2	1.45		6.45
Instructional Staff	11	31	2.5	1	45.50
Nurse & Health Aide	2	2	0.85		4.85
School Counselor			2.0	1	3.00
School Psychologist/Social Worker	0.7	1	0.4	0.5	2.60
SRBI/Special Education Coordinator					0.00
Speech & Language Pathologists/Occup Therapist	0.5	0.4			0.90
Secretary/Receptionist					0.00
Managers (includes Office, Budget and Enrichment Managers)	3.5	3.5	2.0	1	10.00
Before/After School Program Staff	1.4				1.40
Playground/Cafeteria Assistants		3.6			3.60
5.00	54.80	74.70	35.10	9.25	178.85

PROGRAMS & SERVICES**Teaching & Learning: Program & Services (8.5)**

- 1 Curriculum Director: Linda Darcy
- 7 Educational Consultants
- 0.5 Office/Budget Manager

Transportation (1)

- 1 Van Drivers

Student Support Services (224.95)

- 0.6 Deputy Director: Bridgette Gordon-Hickey
- 2.95 Directors
- 6.6 Assistant Directors/Supervisors
- 3.6 SSS Coordinators
- 35.35 Teachers
- 4.4 Psychologist/Social Worker
- 6.35 Social Workers
- 13.2 Speech Language Pathologists
- 11.7 Occupational Therapists
- 1.8 Physical Therapists
- 12.5 Board Certified Behavioral Analysts
- 6.0 Nurses
- 83.9 Intervention Specialists
- 6.0 Medical Assistant Specialist
- 6.0 Job Coach
- 12.0 Registered Behavior Technician
- 2.0 Transition Specialist
- 7.0 Office Staff
- 2.0 School Counselor
- 1.0 Tutor

Early Childhood Education (5.45)

- 0.05 Director: Sarah Moon
- 1.0 Assistant Director
- 4.3 Early Care & Education Coordinators
- 0.1 Office/Budget Manager

APPENDIX D: STAFFING SUMMARY - PROPOSED 2025-2026

MSAP: SOARS & LEAP Grants

The SOARS & LEAP grants include several positions for each participating school. For TFS, MSMHS and Organizational Support, the positions are listed with those respective areas. Positions generally include Magnet Theme Coaches/Coordinators; specialized Teacher positions; and some support roles.

ORGANIZATIONAL SUPPORT

Communications/Marketing and Special Projects (7.6)

- 2.0 Office Manager (supports all of Executive Services)
- 0.6 Special Project Coordinator
- 2.0 Communications Coordinator
- 1.0 Digital Marketing Manager
- 1.0 Regional Magnet Coordinator (MSAP)
- 1.0 LEAP/SOARS Assistant Project Director (MSAP)

Information Technology (13)

- 1.0 Director: Lance Hagen
- 1.0 Assistant Director
- 5.0 IT Coordinators
- 6.0 IT Technicians

Executive Services (23.7)

- 1.0 Executive Director: Kate Ericson
- 0.4 Deputy Director: Bridgette Gordon-Hickey
- 1.0 Associate Director: Ryan Donlon
- 1.0 Director of Human Resources: Elizabeth (Beth) McCaffery
- 0.85 Chief Financial Officer: Michael Belden
- 1.0 Assistant Director of Accounting and Projects
- 0.2 Magnet Office Coordinator
- 6.0 Business Office Accounting/Budgeting
- 7.0 Human Resources/Personnel/Payroll Staff/Payroll
- 0.4 Hatchetts Hill Office Manager
- 1.0 Executive Office Coordinator
- 3.8 Business Office Clerical Staff (A/P, A/R, Office Support)

APPENDIX D: STAFFING SUMMARY - AS PLANNED FOR 2024-2025**LEARN MAGNET SCHOOLS**

	RMMS	TFS	MSMHS	TRMC	TOTAL
Principal	Mariana Reyes	Jessica Silvestro	Tara Amatrudo	Brad Columbus	4
Assistant Principal	1	1.2	1		3.20
Certified Teachers	28	28	23.9	4.75	84.65
Coaches (incl Magnet Theme)	3	2	1.45		6.45
Instructional Staff	9	29		1	39.00
Nurse & Health Aide	2	2	0.85		4.85
School Counselor			2	1	3.00
School Psychologist/Social Worker	0.5	1.5	0.4	0.5	2.90
SRBI/Special Education Coordinator					0.00
Speech & Language Pathologists/Occup Therapist	0.4	0.7			1.10
Secretary/Receptionist		1			1.00
Managers (includes Office, Budget and Enrichment Managers)	3.5	2.5	2	1	9.00
Before/After School Program Staff	1.4				1.40
Playground/Cafeteria Assistants		4			4.00
	49.80	72.90	32.60	9.25	169.55

PROGRAMS & SERVICES**Teaching & Learning: Program & Services (9.5)**

- 1 Curriculum Director: Linda Darcy
- 8 Educational Consultants
- 0.5 Office/Budget Manager

Transportation (1)

- 1 Van Drivers

Student Support Services (217.4)

- 0.6 Deputy Director: Bridgette Gordon-Hickey
- 4.15 Directors
- 5.55 Assistant Directors/Supervisors
- 4 SSS Coordinators
- 34.35 Teachers
- 4.6 Psychologist/Social Worker
- 6.1 Social Workers
- 10.3 Speech Language Pathologists
- 11.7 Occupational Therapists
- 0.6 Physical Therapists
- 10.8 Board Certified Behavioral Analysts
- 5.0 Nurses
- 87.6 Intervention Specialists
- 6.0 Medical Assistant Specialist
- 6.0 Job Coach
- 8.0 Registered Behavior Technician
- 2.0 Transition Specialist
- 7.0 Office Staff
- 1.0 School Counselor
- 2.0 Tutor

Early Childhood Education (5.45)

- 0.05 Director: Sarah Moon
- 1.0 Assistant Director
- 4.3 Early Care & Education Coordinators
- 0.1 Office/Budget Manager

APPENDIX D: STAFFING SUMMARY - AS PLANNED FOR 2024-2025

MSAP: SOARS & LEAP Grants

The SOARS & LEAP grants include several positions for each participating school. For TFS, MSMHS and Organizational Support, the positions are listed with those respective areas. Positions generally include Magnet Theme Coaches/Coordinators; specialized Teacher positions; and some support roles.

ORGANIZATIONAL SUPPORT

Communications/Marketing and Special Projects (6.6)

- 1.0 Director of Special Projects: Terrance Cunningham
- 2.0 Office Manager (supports all of Executive Services)
- 1.0 Special Project Coordinator
- 2.0 Communications Coordinator
- 1.0 Digital Marketing Manager
- 1.0 EXPECT/LEAP Grant Project Lead (MSAP)

Information Technology (13)

- 1.0 Director: Lance Hagen
- 1.0 Assistant Director
- 5.0 IT Coordinators
- 6.0 IT Technicians

Executive Services (24.4)

- 1.0 Executive Director: Kate Ericson
- 0.4 Deputy Director: Bridgette Gordon-Hickey
- 1.0 Associate Director: Ryan Donlon
- 1.0 Director of Human Resources: Elizabeth (Beth) McCaffery
- 0.8 Chief Financial Officer: Michael Belden
- 1.0 Assistant Director of Accounting and Projects
- 0.2 Magnet Office Coordinator
- 8.0 Business Office Accounting/Budgeting
- 6.0 Human Resources/Personnel/Payroll Staff/Payroll
- 0.4 Hatchetts Hill Office Manager
- 1.0 Executive Office Coordinator
- 2.7 Business Office Clerical Staff (A/P, A/R, Office Support)
- 1.0 Fingerprinting Specialists

NON - OPERATING

Food Service (1.3)

- 0.2 Chief Financial Officer: Michael Belden
- 0.8 Magnet Office Coordinators
- 0.3 Business Office Clerical Staff (A/P, A/R, Office Support)

APPENDIX E: HISTORICAL TUITION RATES & STUDENT POPULATION

LEARN Magnet Tuitions	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Regional Multicultural Magnet School	\$ 3,074	\$ 3,120 1.5% increase	\$ 3,167 1.51% increase	\$ 3,230 1.99% increase	\$ 3,319 Additional 2.76%	\$ 1,925 42% decrease	\$ 1,925 No change
Marine Science Magnet High School	\$ 5,980	\$ 6,070 1.5% increase	\$ 6,131 1.0% increase	\$ 6,253 2.0% increase	\$ 6,409 Additional 2.49%	\$ 3,717 42% decrease	\$ 3,717 No change
Three Rivers Middle College Magnet High School	\$ 5,980	\$ 6,070 1.5% increase	\$ 6,131 1.0% increase	\$ 6,253 2.0% increase	\$ 6,378 Additional 2.00%	\$ 3,699 42% decrease	\$ 3,699 No change
The Friendship School	\$ 3,960	\$ 4,053 2.3% increase	\$ 4,053	\$ 4,053	\$ 4,053	\$ 2,351 42% decrease	\$2,351 (PreK) \$1,925 (K)
State contribution to each school	\$ 8,058 2.0% increase	\$ 8,058	\$ 8,058	\$ 8,058	\$ 8,058	\$ 10,631 Average	\$ 10,631 Average

Total Per-Pupil Tuitions	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Regional Multicultural Magnet School	\$ 11,132	\$ 11,178	\$ 11,225	\$ 11,288	\$ 11,377	\$ 12,028	\$ 12,028
Marine Science Magnet High School	\$ 14,038	\$ 14,128	\$ 14,189	\$ 14,311	\$ 14,467	\$ 10,999	\$ 10,999
Three Rivers Middle College Magnet High School	\$ 14,038	\$ 14,128	\$ 14,189	\$ 14,311	\$ 14,436	\$ 10,959	\$ 10,959
The Friendship School	\$ 12,018	\$ 12,111	\$ 12,111	\$ 12,111	\$ 12,111	\$ 12,811	\$12,811 (PreK) \$12,385 (K)

STUDENT COUNT @ 10/1	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Regional Multicultural Magnet School	464 of 505 reduc in class	463 of 488	500 of 502	495 of 501	494 of 495	469	485
<i>* shows number of tuition paying students vs full student count (difference due to tuition caps)</i>							
Marine Science Magnet High School	272	271	271	271	271	274	275
Three Rivers Middle College Magnet High School	67	67	67	79	81	92	92
The Friendship School	503	451 plus 2 1076-E	503	484	459	460	470
Magnet Student Total	1,495	1,277	1,343	1,335	1,306	1,295	1,322



**LEARN
2025-2026 PROPOSED BUDGET
Student Support Services
SY 2025-2026 Tuition Rates**

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SERVICE/PROGRAM	2025-2026
Emotional/Behavioral Disability (ED) Programming	
Emotional/Behavioral Disability (SAILS) (includes 1:1 supports) - Elementary @ OALA	\$ 100,961
Emotional/Behavioral Disability (SAILS) (<i>without 1:1 supports</i>) - Elementary @ OALA	\$ 77,666
Emotional/Behavioral Disability (SAILS) (includes 1:1 supports) - Secondary @ OALA	\$ 98,992
Emotional/Behavioral Disability (SAILS) (<i>without 1:1 supports</i>) - Secondary - @ OALA	\$ 75,698
Emotional/Behavioral Disability (SAILS) (includes 1:1 supports) - Secondary @ LTA	\$ 98,992
Emotional/Behavioral Disability (SAILS) (<i>without 1:1 supports</i>) - Secondary - @ LTA	\$ 75,698
Autism/Developmental Delay Programming	
Autism/Developmental Delay (includes 1:1 supports) - Elementary - @ OALA	\$ 101,003
Autism/Developmental Delay (<i>without 1:1 supports</i>) - Elementary - @ OALA	\$ 77,708
Autism/Developmental Delay (includes 1:1 supports) - Secondary - @ OALA	\$ 102,801
Autism/Developmental Delay (<i>without 1:1 supports</i>) - Secondary - @ OALA	\$ 79,507
Autism/Developmental Delay (includes 1:1 supports) - Secondary - @ LTA	\$ 102,801
Autism/Developmental Delay (<i>without 1:1 supports</i>) - Secondary - @ LTA	\$ 79,507
Medically Fragile Programming	
Medically Fragile (includes 1:1 supports) - @ OALA	\$ 120,528
Medically Fragile (<i>without 1:1 supports</i>) - @ OALA	\$ 97,234
Transition Programming	
Transition Program (includes 1:1 supports) - EBD - @ OALA	\$ 106,705
Transition Program (<i>without 1:1 supports</i>) - EBD - @ OALA	\$ 83,411
Transition Program (includes 1:1 supports) - ASD/DD - @ OALA	\$ 107,927
Transition Program (<i>without 1:1 supports</i>) - ASD/DD - @ OALA	\$ 84,633
Transition Program (includes 1:1 supports) - EBD - @ LTA	\$ 106,705
Transition Program (<i>without 1:1 supports</i>) - EBD - @ LTA	\$ 83,411
Transition Program (includes 1:1 supports) - ASD/DD - @ LTA	\$ 107,927
Transition Program (<i>without 1:1 supports</i>) - ASD/DD - @ LTA	\$ 84,633
Diagnostic Programming	
Diagnostic 45 day placements (additional services will be billed separately) @ OALA	\$ 32,509
Diagnostic 45 day placements (additional services will be billed separately) @ LTA	\$ 32,509
Extended School Year (ESY) Programming - 5 week program/5 hours per day	
(ESY) Emotional/Behavioral Disability (SAILS) (includes 1:1 supports) - Elementary @ OALA	\$ 10,355
(ESY) Emotional/Behavioral Disability (SAILS) (<i>without 1:1 supports</i>) - Elementary @ OALA	\$ 7,966
(ESY) Emotional/Behavioral Disability (SAILS) (includes 1:1 supports) - Secondary @ OALA	\$ 10,153
(ESY) Emotional/Behavioral Disability (SAILS) (<i>without 1:1 supports</i>) - Secondary - @ OALA	\$ 7,764
(ESY) Emotional/Behavioral Disability (SAILS) (includes 1:1 supports) - Secondary @ LTA	\$ 10,153
(ESY) Emotional/Behavioral Disability (SAILS) (<i>without 1:1 supports</i>) - Secondary - @ LTA	\$ 7,764
(ESY) Autism/Developmental Delay (includes 1:1 supports) - Elementary - @ OALA	\$ 10,359
(ESY) Autism/Developmental Delay (<i>without 1:1 supports</i>) - Elementary - @ OALA	\$ 7,970
(ESY) Autism/Developmental Delay (includes 1:1 supports) - Secondary - @ OALA	\$ 10,544
(ESY) Autism/Developmental Delay (<i>without 1:1 supports</i>) - Secondary - @ OALA	\$ 8,155
(ESY) Autism/Developmental Delay (includes 1:1 supports) - Secondary - @ LTA	\$ 10,544
(ESY) Autism/Developmental Delay (<i>without 1:1 supports</i>) - Secondary - @ LTA	\$ 8,155
(ESY) Medically Fragile (includes 1:1 supports) - @ OALA	\$ 12,362
(ESY) Medically Fragile (<i>without 1:1 supports</i>) - @ OALA	\$ 9,973
(ESY) Transition Program (includes 1:1 supports) - EBD - @ OALA	\$ 10,944
(ESY) Transition Program (<i>without 1:1 supports</i>) - EBD - @ OALA	\$ 8,555
(ESY) Transition Program (includes 1:1 supports) - ASD/DD - @ OALA	\$ 11,069
(ESY) Transition Program (<i>without 1:1 supports</i>) - ASD/DD - @ OALA	\$ 8,680
(ESY) Transition Program (includes 1:1 supports) - EBD - @ LTA	\$ 10,944
(ESY) Transition Program (<i>without 1:1 supports</i>) - EBD - @ LTA	\$ 8,555
(ESY) Transition Program (includes 1:1 supports) - ASD/DD - @ LTA	\$ 11,069
(ESY) Transition Program (<i>without 1:1 supports</i>) - ASD/DD - @ LTA	\$ 8,680
Extended School Year (ESY) - 1:1 additional support (not included in tuition)	\$ 3,280



2025-2026 PROPOSED BUDGET
LEARN
Student Support Services
SY 2025-2026 Tuition Rates

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SERVICE/PROGRAM	2025-2026
<u>1:1 Supports</u>	
1:1 Para Full Time (if not included in tuition)	\$ 46,589
1:1 Para Full Time (Daily rate)	\$ 258.83
<u>Hourly Rates</u>	
BCBA/Professional Staff Services per hour	\$ 168
Related Services (SLP, COUNS, OT, PT) per hour (group rate of 2 or more = \$78.50/hour)	\$ 157
Learning & Behavior Team (up to 2 consultants) per hour	\$ 236
Tutoring Hourly Rate	\$ 50.65
RN Hourly Rate	\$ 95.99
LPN Hourly Rate	\$ 68.56
<u>Professional Development Rates</u>	
Professional Development (Half Day)	\$ 775
Professional Development (Full Day)	\$ 1,250
<u>MAGNET-SpecEd TUITION - based on academic hours per week:</u>	
<i>TFS, RMMS, MSMHS, TRMC</i>	
<i>up to 0.5 hrs/wk</i>	\$ 2,594
<i>0.51 to 2 hrs/wk</i>	\$ 5,187
<i>2.01-3.99</i>	\$ 8,430
<i>4-6.99</i>	\$ 11,673
<i>7-9.99</i>	\$ 14,910
<i>10-13.99</i>	\$ 18,154
<i>14-16.99</i>	\$ 21,397
<i>17-19.99</i>	\$ 24,640
<i>20 and over</i>	\$ 29,827

PLEASE NOTE

Related Services will be separately billed based on monthly service logs.

For 2025-2026, the related services rate is \$157/hour (\$168 for BCBA and professional staff).

**Exhibit "A"****LEARN – Student Support Services****2025-2026****Autism/Developmental Delay Programs****Program Components**

- Certified Special Education Teacher
- Board Certified Behavior Analyst
- Specialized Instruction
- Content area Instruction
- Discreet Trial Instruction
- ABA Methodology
- Essentials, Enrichment and Extension Learning Experiences
- Education Program Oversight, Training, Supervision and Coordination of staff
- IEP Development and Case Management
- PPT Meeting Attendance
- School Nurse
- Physical Education delivered by a certified APE teacher
- Transdisciplinary teaming for program and curriculum development and enriched classroom-based services (SLP, OT, SW, School Counselors, RBT, Job Coach)
- Classroom Consumables
- Access to technology for learning and leisure as appropriate
- Safety-Care Trained Staff

Per IEP (included in Tuition)

- Transition Services (as appropriate per student age)
- Transition Specialist (as appropriate per student age)
- Instructional Supplies
- Comprehensive Educational Evaluations (Psycho-Ed, SLP, OT, PT, Transition, Functional Behavioral Assessment, Functional Assessment)
- Paraprofessional support (one to one)

Per IEP (Billed separately based on services delivered)

- BCBA Services Direct and Indirect
- Related Services Direct and Indirect
- Psychiatric Evaluation and Consultation
- Psychiatric Medication Management
- Assistive Technology Evaluations
- Augmentative and Alternative Communication Evaluation
- ADOS
- Additional 1:1 Support staff, beyond the first assigned
- Comprehensive Person-Centered Planning
- Comprehensive Feeding Evaluations



Exhibit "A"
LEARN – Student Support Services
2025-2026

Emotional/Behavioral Programs include the following:

Program Components

- Certified Special Education Teacher
- Licensed Social Worker
- Specialized Instruction
- Content Area Instruction
- Classroom or Program Based SEL Instruction
- Essentials, Enrichment and Extension Learning Experiences
- Education Program Oversight, Training, Supervision and Coordination of staff
- IEP Development and Case Management
- PPT Meeting Attendance
- School Nurse
- Physical Education delivered by a certified APE teacher
- Transdisciplinary teaming for program and curriculum development and enriched classroom-based services (SLP, OT, BCBA, School Counselors, RBT, Job Coach)
- Classroom Consumables
- Safety-Care Trained Staff
- Access to technology for learning and leisure as appropriate

Per IEP (included in Tuition)

- Transition Services (as appropriate per student age)
- Transition Specialist (as appropriate per student age)
- Instructional Supplies
- Comprehensive Educational Evaluations (Psycho-Ed, SLP, OT, PT, Transition, Functional Behavioral Assessment, Functional Assessment)
- Paraprofessional support (one to one)

Per IEP (Billed separately based on services delivered)

- BCBA Services Direct and Indirect
- Related Services Direct and Indirect
- Psychiatric Evaluation and Consultation
- Psychiatric Medication Management
- Assistive Technology Evaluations
- Augmentative and Alternative Communication Evaluation
- ADOS
- Additional 1:1 Support staff, beyond the first assigned
- Comprehensive Person-Centered Planning



Exhibit "A"
LEARN – Student Support Services
2025-2026

Medically Fragile Programs include the following:

Program Components

- Certified Special Education Teacher
- Specialized Instruction
- Content Area Instruction
- Classroom or Program Based SEL Instruction
- Essentials, Enrichment and Extension Learning Experiences
- Education Program Oversight, Training, Supervision and Coordination of staff
- IEP Development and Case Management
- PPT Meeting Attendance
- School and Classroom Nurse (Includes up to 8 hours of nursing per student)
- Physical Education delivered by a certified APE teacher
- Transdisciplinary teaming for program and curriculum development and enriched classroom-based services (SLP, OT, SW, RBT, SW, School Counselor)
- Classroom Consumables
- Access to technology for learning and leisure as appropriate

Per IEP (included in Tuition)

- Individualized Nurse supports (Includes up to 8 hours)
- Transition Services (as appropriate per student age)
- Transition Specialist (as appropriate per student age)
- Comprehensive Educational Evaluations (Psycho-Ed, SLP, OT, PT, Transition, Functional Behavioral Assessment, Functional Assessment)
- Paraprofessional support (one to one)

Per IEP (Billed separately based on services delivered)

- BCBA Services Direct and Indirect
- Related Services Direct and Indirect
- Psychiatric Evaluation and Consultation
- Psychiatric Medication Management
- Assistive Technology Evaluations
- Augmentative and Alternative Communication Evaluation
- ADOS
- Additional 1:1 Support staff, beyond the first assigned
- Comprehensive Person-Centered Planning
- Comprehensive Feeding Evaluations



Exhibit "A"
LEARN – Student Support Services
2025-2026

Transition Programs:

Program Components

- Certified Special Education Teacher
- Board Certified Behavior Analyst
- Transition Specialist
- Specialized Instruction
- Content area instruction
- Vocational instruction and training
- Community based learning experiences
- ABA methodology
- Education Program Oversight, Training, Supervision and Coordination of staff
- IEP Development and Case Management
- PPT Meeting Attendance
- School Nurse
- Physical Education delivered by a certified APE teacher
- Transdisciplinary teaming for program and curriculum development and enriched classroom-based services (SLP, OT, SW, RBT)
- Classroom Consumables
- Access to technology for learning and leisure as appropriate
- Paid work experiences
- Transportation
- Safety-Care Trained Staff

Per IEP (included in Tuition)

- Transition Services
- Job coaching and vocational supports
- Education program oversight, training, supervision and coordination of staff
- Comprehensive Educational Evaluations (Psycho-Ed, SLP, OT, PT, Transition, Functional Behavioral Assessment, Functional Assessment)

Per IEP (Billed separately based on services delivered)

- BCBA Services Direct and Indirect
- Related Services Direct and Indirect
- Psychiatric Evaluation and Consultation
- Psychiatric Medication Management
- Assistive Technology Evaluations
- Augmentative and Alternative Communication Evaluation
- ADOS
- Additional 1:1 Support staff, beyond the first assigned
- Comprehensive Person-Centered Planning
- Comprehensive Feeding Evaluations

LEARN
Student Support Services
School Year 2025-2026
Magnet Evaluation Fees

<u><i>Type of Evaluation</i></u>	<u><i>Included in Evaluation</i></u>	<u><i>Fee @ LEARN Magnet Programs</i></u>
PT Evaluation	Comprehensive Evaluation	\$800
OT Evaluation	Comprehensive Evaluation	\$1,000
OT Evaluation	Area Specific Evaluation	\$600
SLP Evaluation	Comprehensive Evaluation	\$1,500
SLP Evaluation	Articulation/Intelligibility Evaluation	\$700
PSYCH Evaluation	Comprehensive Evaluation	\$1,500
PSYCH Evaluation	Area Specific	\$900
FBA		\$2,100
ADOS		\$1,375
AT/AAC Evaluation	Provided by Assistive Tech Specialist for 10-14 hours based on Professional Services hourly rate	\$1,680-\$2,352
Bilingual SLP Evaluation	10-14 hours based on hourly rate	\$1,570-\$2,198



Department Service Rates

2025-2026

Department	Service Rates	Fee
Business Office	Supervisor/Support Oversight	\$525-\$825
	Accountant	\$375-\$450
	Business Office Support	\$275-\$375
	Accounts Payable/Accounts Receivable	\$300-\$375
	Payroll	\$300-\$375
	Potential (expanded) A la Carte Services	\$400-\$480
Technology/PowerSchool Regional Services	Technology Coordinator	\$475
	Technician	\$325
	SIS (PowerSchool)	\$425
Office of Teaching & Learning (LEARN Region)	Professional Development (Half Day)	\$650
	Professional Development (Full Day)	\$1,000
	Professional Development (Virtual)	\$250/hour
Office of Teaching & Learning (Beyond LEARN Region)	Professional Development (Half Day)	\$800
	Professional Development (Full Day)	\$1,250
	Professional Development (Virtual)	\$250/hour
SSS/Early Childhood Office	Early Childhood Consultation	\$800/annual
	Professional Development (Half Day)	\$750
	Professional Development (Full Day)	\$1,200

CONNECTICUT SCHOOL CLIMATE POLICY

Policy Statement

All schools must support and promote teaching and learning environments where all students thrive academically and socially, have a strong and meaningful voice, and are prepared for lifelong success.

Implementation of the following set of guiding principles and systemic strategies will promote a positive school climate, which is essential to achieving these goals.

This policy sets forth the framework for an effective and informed school climate improvement process, which includes a continuous cycle of (i) planning and preparation, (ii) evaluation, (iii) action planning, and (iv) implementation, and serves to actualize the Connecticut School Climate Standards, as detailed herein.

The Board recognizes that improving school climate is contextual. Each school needs to consider its history, strengths, needs, and goals. Furthermore, this policy will support and promote the development of restorative action plans that will create and sustain safe and equitable learning environments.

The LEARN District Board of Education adopts this policy.

Definitions

1. **“School climate”** means the quality and character of the school life, with a particular focus on the quality of the relationships within the school community, and which is based on patterns of people's experiences of school life and that reflects the norms, goals, values, interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.
2. **“Positive Sustained School Climate”** is the foundation for learning and positive youth development and includes:
 - a. Norms, values, and expectations that support people feeling socially, emotionally, culturally, racially, intellectually, and physically safe.
 - b. People who treat one another with dignity and are engaged, respected and solve problems restoratively.
 - c. A school community that works collaboratively together to develop, live, and contribute to a shared school vision.
 - d. Adults who model and nurture attitudes that emphasize the benefits and satisfaction gained from learning; and
 - e. A school community that contributes to the operations of the school and the care of the physical environment.

Definitions (continued)

3. **“Social and emotional learning”** means the process through which children and adults achieve emotional intelligence through the competencies of self-awareness, self-management, social awareness, relationship skills and responsible decision-making.
4. **“Emotional intelligence”** means the ability to (A) perceive, recognize, and understand emotions in oneself or others, (B) use emotions to facilitate cognitive activities, including, but not limited to, reasoning, problem solving and interpersonal communication, (C) understand and identify emotions, and (D) manage emotions in oneself and others.
5. **“Bullying”** means unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance.
6. **“School environment”** means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by a local or regional board of education, and may include other activities, functions or programs that occur outside of a school-sponsored or school-related activity, function or program if bullying at or during such other activities, functions or programs negatively impacts the school environment.
7. **“Cyberbullying”** means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any other electronic communication.
8. **“Teen dating violence”** means any act of physical, emotional or sexual abuse, including stalking, harassing and threatening, that occurs between two students who are currently in or who have recently been in a dating relationship.
9. **“Mobile electronic device”** means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, a laptop computer, equipment that is capable of playing a video game or a digital video disk or equipment on which digital images are taken or transmitted.
10. **“Electronic communication”** means any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photo-optical system.

Definitions (continued)

11. **“School climate improvement plan”** means a building-specific plan developed by the school climate committee, in collaboration with the school climate specialist, using school climate survey data and any other relevant information, through a process that engages all members of the school community and involves such members in a series of overlapping systemic improvements, school-wide instructional practices and relational practices that prevent, identify and respond to challenging behavior, including, but not limited to alleged bullying and harassment in the school environment.
12. **“Restorative practices”** means evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.
13. **“School climate survey”** means a research-based, validated and developmentally appropriate survey administered to students, school employees and families of students, in the predominant languages of the members of the school community, that measures and identifies school climate needs and tracks progress through a school climate improvement plan.
14. **“Connecticut school climate policy”** means the school climate policy developed, updated and approved by an association in the state that represents boards of education and adopted by the Social and Emotional Learning and School Climate Advisory Collaborative, established pursuant to section 10-222q of the general statutes, as amended by this act, that provides a framework for an effective and democratically informed school climate improvement process that serves to implement Connecticut school climate standards, and includes a continuous cycle of (A) planning and preparation, (B) evaluation, (C) action planning, and (D) implementation.
15. **“School employee”** means (A) a teacher, substitute teacher, administrator, school superintendent, school counselor, school psychologist, social worker, school nurse, physician, paraeducator or coach employed by a local or regional board of education, or (B) any other individual who, in the performance of his or her duties, has regular contact with students and who provides services to or on behalf of students enrolled in a public school, pursuant to a contract with a local or regional board of education.
16. **“School community”** means any individuals, groups, businesses, public institutions and nonprofit organizations that are invested in the welfare and vitality of a public school system and the community in which it is located, including, but not limited to, students and their families, members of the local or regional board of education, volunteers at a school and school employees.

Definitions (continued)

17. **“Challenging behavior”** means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.
18. **“Evidence Based Practices”** in education refers to instructional and school-wide improvement practices that systematic empirical research has provided evidence of statistically significant effectiveness.
19. **“Effective School Climate Improvement”** is a restorative process that engages all stakeholders in the following six essential practices:
 - A. Promoting decision-making that is collaborative and actively involves all stakeholders (e.g., school personnel, students, families, community members) with varied and meaningful roles and perspectives where all voices are heard;
 - B. Utilizing psychometrically sound quantitative (e.g., school climate survey, discipline data) and qualitative (e.g., interviews, focus groups) data to drive action planning, preventive and intervention practices and implementation strategies that continuously improve all dimensions of school climate, including regularly collecting data to evaluate progress and inform the improvement process;
 - C. Tailoring improvement goals to the unique needs of the students, educators, and broader school community. These goals shall be integrated into overall school improvement efforts thereby leveraging school strengths to address evidence-based areas of need, while sustaining the improvement process over time;
 - D. Fostering adult learning in teams and/or professional learning communities to build capacity building among school personnel and develop common staff skills to educate the whole child;
 - E. Basing curriculum, instruction, student supports, and interventions on scientific research and grounding in cognitive, social-emotional, and psychological theories of youth development. Interventions include strength-based programs and practices that together represent a comprehensive continuum of approaches to promote healthy student development and positive learning environments as well as address individual student barriers to learning and adult barriers to teaching; and
 - F. Strengthening policies and procedures related to:
 - a. climate and restorative informed teaching and learning environments;
 - b. infrastructure to facilitate data collection, analysis, and effective planning;
 - c. implementation of school climate improvement plans with the goal of becoming restorative;
 - d. evaluation of the school climate improvement process; and
 - e. sustainability of school climate and restorative improvement efforts.

School Climate Coordinator Roles and Responsibilities

For the school year commencing July 1, 2025, and each school year thereafter, the superintendent of schools for each school district, or an administrator appointed by the superintendent, shall serve as the school climate coordinator for the school district.

The school climate coordinator shall be responsible for:

1. providing district-level leadership and support for the implementation of the school climate improvement plan for each school;
2. collaborating with the school climate specialist, for each school to (A) develop a continuum of strategies to prevent, identify and respond to challenging behavior, including, but not limited to, alleged bullying and harassment in the school environment, and (B) communicate such strategies to the school community, including, but not limited to, through publication in the district student handbook;
3. collecting and maintaining data regarding school climate improvement, including, but not limited to, school discipline records, school climate assessments, attendance rates, social and emotional learning assessments, academic growth data, types and numbers of alleged and verified bullying complaints submitted by members of the school community, types and numbers of challenging behaviors addressed using the restorative practices response policy, and data concerning the implementation and outcome of restorative practices; and
4. meeting with the school climate specialist for each school at least twice during the school year to (A) identify strategies to improve school climate, including, but not limited to, by responding to challenging behavior and implementing evidence and research-based interventions, such as restorative practices, (B) propose recommendations for revisions to the school climate improvement plan, and (C) assist with the completion of the school climate survey.

School Climate Specialist

For the school year commencing July 1, 2025, and each school year thereafter, the principal of each school, or a school employee who holds professional certification pursuant to section 10-145 of the general statutes, is trained in school climate improvement or restorative practices and is designated as the school climate specialist by the school principal, shall serve as the school climate specialist for the school.

The school climate specialist shall be responsible for:

1. leading in the prevention, identification, and response to challenging behavior, including, but not limited to, reports of alleged bullying and harassment;
2. implementing evidence and research-based interventions, including, but not limited to, restorative practices;
3. scheduling meetings for and leading the school climate committee; and
4. leading the implementation of the school climate improvement plan.

School Climate Committee

For the school year commencing July 1, 2025, and each school year thereafter, each school climate specialist shall appoint members to the school climate committee who are diverse, including members who are racially, culturally, and linguistically representative of various roles in the school community.

The school climate committee shall consist of:

1. the school climate specialist;
2. a teacher selected by the exclusive bargaining representative for certified employees chosen pursuant to section 10-153b of the general statutes;
3. a demographically representative group of students enrolled at the school, as developmentally appropriate;
4. families of students enrolled at the school; and
5. at least two members of the school community, as determined by the school climate specialist.

Membership of the school climate committee shall be annually reviewed and approved by the school climate specialist, in coordination with the school climate coordinator.

The school climate committee shall be responsible for:

1. assisting in the development, annual scheduling, and administration of the school climate survey, and reviewing of the school climate survey data.
2. using the school climate survey data to identify strengths and challenges to improve school climate, and to create or propose revisions to the school climate improvement plan.
3. assisting in the implementation of the school climate improvement plan and recommending any improvements or revisions to the plan.
4. advising on strategies to improve school climate and implementing evidence and research-based interventions, including, but not limited to, restorative practices, in the school community.
5. annually providing notice of the uniform challenging behavior and/or bullying complaint form, or similar complaint form used by the school, to the school community.

School Climate Survey

For the school year commencing July 1, 2025, and biennially thereafter, the school climate committee, for each school, shall administer a school climate survey to students, school employees and families of students, provided the parent or guardian of each student shall receive prior written notice of the content and administration of such school climate survey and shall have a reasonable opportunity to opt such student out of such school climate survey.

School Climate Improvement Plan

For the school year commencing July 1, 2025, and each school year thereafter, the school climate specialist, for each school, in collaboration with the school climate coordinator, shall develop, and update as necessary, a school climate improvement plan. Such plan shall be based on the results of the school climate survey, any recommendations from the school climate committee, including the protocols, supports, and any other data the school climate specialist and school climate coordinator deem relevant. Such plan shall be submitted to the school climate coordinator for review and approval on or before December thirty-first of each school year. Upon approval of such plan, a written or electronic copy of such plan shall be made available to members of the school community and such plan shall be used in the prevention of, identification of and response to all challenging behavior.

Additionally, districts may place the school climate improvement plans into their district and school improvement plans.

Training

For the school year commencing July 1, 2024, and each school year thereafter, each local and regional Board of Education shall provide resources and training to school employees regarding:

1. social and emotional learning;
2. school climate and culture and evidence and research-based interventions; and
3. restorative practices.

Such resources and training may be made available at each school under the jurisdiction of such board and include technical assistance in the implementation of a school climate improvement plan. Any school employee may participate in any such training offered by the board under this section. The school climate coordinator, shall select, and approve, the individuals or organizations that will provide such training.

Funding

The school district shall in its discretion allocate sufficient funding to satisfy the requirements of this policy for all schools in the district. Such funding shall be distributed accordingly, with Superintendent approval, for assessments and professional development, as well as for school community outreach, training, and technical assistance.

Accountability

The Board shall adopt and allocate adequate resources to support the Connecticut School Climate Policy and adhere to state regulations set forth in Public Act 23-167.

Connecticut School Climate Standards

1. The school district community² has a shared vision and plan for promoting and sustaining a positive school climate³ that focuses on prevention, identification, and response to all challenging behavior⁴.
2. The school district community adopts policies that promote:
 - a. a sound school environment that develops and sustains academic, social, emotional, ethical, civic, and intellectual skills; and
 - b. a restorative school environment focused on overcoming barriers to teaching and learning by building and supporting meaningful school-wide relationships, and intentionally re-engaging any disengaged students, educators, and families of students in the school community.

² School Community means any individuals, groups or businesses, public institutions and nonprofit organizations invested in the welfare and vitality of a public school system and the community in which it is located, including, but not limited to, students and their families, members of the local or regional board of education, volunteers at a school and school employees.

³ School climate means the quality and character of the school life, with a particular focus on the quality of relationships within the school community, and which is based on patterns of people's experiences of school life, and that reflects the norms, goals, values and interpersonal relationships, teaching, learning, leadership practices and organizational structures within the school community.

⁴ Challenging behavior means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.

Connecticut School Climate Standards (continued)

3. The school community's practices are identified, prioritized, and supported to:
 - a. promote learning and the positive academic, social, emotional, ethical, and civic development of students;
 - b. enhance engagement in teaching, learning, and school-wide activities;
 - c. address barriers to teaching and learning; and
 - d. develop and sustain a restorative infrastructure that builds capacity, accountability, and sustainability.
4. The school community creates a school environment⁵ where everyone is safe, welcomed, supported, and included in all school-based activities.
5. The school community creates a restorative system that cultivates a sense of belonging through norms and activities that promote social and civic responsibility, and a dedication to cultural responsiveness, diversity, equity, and inclusion.

Legal Reference: Connecticut General Statutes

10-222d Policy on bullying behavior as amended by PA 08-160, P.A. 11-232, P.A. 14-172 and PA 18-15 and PA 19-166.

10-222g Prevention and intervention strategy re bullying and teen dating violence

10-222h Analysis of school districts' efforts re prevention of and response to bullying in schools. School climate assessment instruments

10-222i State-wide safe school climate resource network. [Repealed, Effective 7/1/2025 State-wide safe school climate resource network]

10-222k District safe school climate coordinator. Safe school climate specialist. Safe school climate committee (as amended by PA 21-95, Section 14)

10-222p Review of safe school climate plans by Department of Education. Approval or rejection.

PA 23-167 An Act Concerning Transparency in Education

Policy adopted:

LEARN

⁵ School environment means a school-sponsored or school-related activity, function or program, whether on or off school grounds, including at a school bus stop or on a school bus or other vehicle owned, leased or used by a local or regional board of education, and may include other activities, functions or programs if bullying at or during such other activities, functions, or programs negatively impacts the school environment.

Challenging Behavior Reporting Form

Instructions

This form is for **students, parents or guardians of students enrolled in the school, and school employees** to report any alleged challenging behavioral incidents. Challenging behavior is behavior that negatively impacts school climate or interferes, or is at risk with interfering, with the learning or safety of a student or the safety of a school employee. This form should also be used to report alleged bullying incidents, meaning: unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance.

Complete this form electronically, or in writing, or go to your school climate specialist (principal, vice principal, or other certified administrator) who will assist you with completing this form. All completed reports require a response from the school climate specialist, and every student, parent or guardian, and school employee **who completed this form** will receive a copy of the "Response Process(es) Notification Form" describing the action steps taken, within three (3) school business days after an assessment has been completed.

The school climate specialist will assess the facts of a challenging behavior incident and complete the "Response Process(es) Notification Form" (located on page 5 of this document). A confirmation of receipt of the "challenging behavior reporting form" will be provided to the individual who completed this form within **three (3) school business days**, and the behavioral assessment will be finalized within a reasonable amount of time.

If this is an emergency, and you feel that you or someone else is in imminent danger, please call 911, or your municipal police department.

Name: First _____ Last _____ or check here ☐ for any **student** who would like to submit anonymously.

I am a: ☐ Student, ☐ Parent and/or Guardian or ☐ School Employee

Email: _____

Phone Number: _____

Contact me by: ☐ Phone ☐ Email

Was this previously reported to any school employee prior to this report? If yes, identify to whom, when, and what was reported? _____

Where did the incident occur? _____

Check any boxes that apply.

- | | |
|--|--|
| ☐ On school property | ☐ On a school bus |
| ☐ At a school-sponsored activity or off school property | ☐ On the way to/from school |
| ☐ Electronic communication, internet, and social media | ☐ Outside of school |
| | ☐ Other _____ |

Approximate date of incident (if known): _____

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

Please describe what happened?

Of the following statement(s) check any that may describe or include what happened:

☐	Teasing, name-calling, intimidating, or threatening, in person or through electronic communication	☐	Making intimidating, and/or threatening gestures or remarks
☐	Spreading rumors or gossip	☐	Getting another person to do any of the behaviors listed above
☐	Hitting, kicking, shoving, spitting, hair pulling, or throwing something or other acts of physical aggression	☐	Unwanted contact of a sexual nature (verbal, non-verbal, physical)

Do you believe that the reported instance(s) of challenging behavior was in reference to a student's perceived or actual age, ancestry, color, learning disability, marital status, intellectual disability, national origin, physical disability, mental disability, race, religious creed, sex, gender identity or expression, sexual orientation, and status as a veteran? If so, why?

If known, provide the name(s) of any witness(es) of the alleged incident: _____

Date form submitted: _____

***For school climate specialist use only:**

Date received by school climate specialist: _____

Signature of receipt by school climate specialist: _____

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any waiver rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behavior that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

Investigation Form

The purpose of this form is to provide a streamlined process to assess reported instances of challenging behavior.

This form is to be completed by the school climate specialist within a reasonable amount of time. Pursuant to the Federal Education Confidentiality Law (FERPA), students, parents or guardians, and school employees that completed the challenging behavior reporting form **cannot** receive a copy of this "Investigation Form" but will be provided with a copy of the "Response Process(es) Notification Form" after an assessment is completed.

Date "Challenging Behavior Reporting Form" received: _____

Today's Date: _____

Name of school climate specialist who received the report: _____

Were these events already reported to any school employee? If yes, please identify to whom, when, and what was reported

Name of school community member who is reporting the incident: (student, parent or guardian, school or district employee, bystander, anonymous): _____

Name of student or students who were allegedly subjected to the challenging behavior: _____

Name of person or persons who allegedly engaged in the challenging behavior: _____

Where did the alleged incident occur? _____

Date and time alleged incident occurred: (if known): _____

Description of the alleged incident: _____

What investigative processes occurred? Answer all of the following questions below. A single incident may require an assessment into multiple areas. Please check all that apply.

Was this investigated as bullying? YES ☐ NO ☐

Was this a verified act of bullying? YES ☐ NO ☐

Was this investigated as cyberbullying? YES ☐ NO ☐

Was this a verified act of cyberbullying? YES ☐ NO ☐

Was this investigated as teen dating violence? YES ☐ NO ☐

Was this verified teen dating violence? YES ☐ NO ☐

Was this investigated as an assault? YES ☐

Was this a verified assault? YES ☐

Was this investigated as an act of physical violence? YES ☐

Was this a verified act of physical violence? YES ☐ NO ☐

Was this investigated as a protected class violation/ harassment? YES ☐ NO ☐

Was this a verified protected class violation/harassment? YES ☐ NO ☐

Was this investigated as a Title IX violation? YES ☐ NO ☐

Was this a verified Title IX violation? YES ☐ NO ☐

Was this a verified act of challenging behavior not listed above? YES ☐ NO ☐

This form does not modify or eliminate any rights or obligations under state and federal laws, including any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any waiver rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

What was the response by the school climate specialist? (E.g., utilization of restorative practices, school-based threat assessment, safety plan, student support services) Additionally, provide the date of each response.

If applicable, please provide any additional notes, observations, or actions taken as a result of this incident:

Signature or E-signature of responding school climate specialist: _____

Printed name: _____

Date of response: _____

This form does not modify or eliminate any rights or obligations under state and federal laws, including any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any waiver rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

Response Process(es) Notification Form

The purpose of this form is to provide a template for transparency and accountability to a person(s) that submit(s) a report of challenging behavior.

The school climate specialist will complete and submit this form within three (3) school business days **after an assessment has been finalized** and submit it to the student(s), parent(s), or guardian(s), and/or school employee(s) who completed the “Challenging Behavior Reporting Form”.

Describe the steps taken to address and prevent future instance(s) of challenging behavior(s). Responses may include:

- utilization of restorative practices;
- the completion of a school-based threat assessment;
- safety plan for student(s) involved in the instance of alleged challenging behavior;
- student support services;

Signature or E-signature of school climate specialist: _____

Printed name: _____

Date completed: _____

Definitions and Clarifying Terms

Restorative Practices: Evidence and research-based system-level practices that focus on (A) building high-quality, constructive relationships among the school community, (B) holding each student accountable for any challenging behavior, and (C) ensuring each such student has a role in repairing relationships and reintegrating into the school community.

School Based Threat Assessment: An evidence-based systematic evaluation process used to prevent violence, help troubled students, and avoid over-reactions to challenging behavior.

This form does not modify or eliminate any rights or obligations under state and federal laws, including, any constitutional and civil rights protections, or any applicable policies and procedures or collective bargaining agreements. All students' private and personal information will remain confidential throughout this process, subject to any wavier rights or disclosure responsibilities as permitted or required by law.

Please note: when a student exhibits challenging behavior, our priority is to ensure the safety of the students and the school, and to work with the student(s) to prevent the recurrence of such behavior, including making amends for any challenging behaviors that occurred. Federal law protects the privacy of each student. Therefore, you cannot be provided with any specific information concerning the student alleged to have engaged in the challenging behavior.

BULLYING PREVENTION AND INTERVENTION POLICY

LEARN is committed to creating and maintaining an educational environment that is physically, emotionally, and intellectually safe and thus free from bullying, teen dating violence, harassment, and discrimination. In accordance with state law and LEARN's Safe School Climate Plan, LEARN expressly prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by or through the use of an electronic device or an electronic mobile device owned, leased or used by LEARN.

LEARN also prohibits any form of bullying behavior outside of the school setting if such bullying results in any of the following: (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. Discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying is likewise prohibited.

Students who engage in bullying behavior or teen dating violence shall be subject to school discipline, up to and including recommendation for expulsion, in accordance with LEARN's policies on student discipline, suspension and expulsion, and consistent with state and federal law. For the purposes of this policy, "Bullying" means an act that is direct or indirect and severe, persistent, or pervasive which:

1. causes physical or emotional harm to an individual;
2. places an individual in reasonable fear of physical or emotional harm; or
3. infringes on the rights or opportunities of an individual at school.

Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity of expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

For the purposes of this policy, "Cyberbullying" means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

For the purposes of this policy "Teen Dating Violence" means any act of physical, emotional or sexual abuse including stalking, harassing, and threatening that occurs between two students who are currently in or have recently been in a dating relationship.

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Consistent with the requirements under state law, LEARN authorizes the Executive Director or designee(s), along with the Safe School Climate Coordinator, to be responsible for developing and implementing a Safe School Climate Plan in furtherance of this policy. As provided by state law, such Safe School Climate Plan shall include, but not be limited to provisions which

1. enable students to anonymously report acts of bullying to school employees and require students and parents or guardians of students to be notified annually of the process by which students may make such reports;
2. enable the parents or guardians of students to file written reports of suspected bullying;
3. require school employees who witness acts of bullying or receive reports of bullying to orally notify the safe school climate specialist, or another school administrator if the safe school climate specialist is unavailable, not later than one school day after such school employee witnesses or receives a report of bullying, and to file a written report not later than two school days after making such oral report;
4. require the safe school climate specialist to investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports made under this section and that the parents or guardians of the student alleged to have committed an act or acts of bullying and the parents or guardians of the student against whom such alleged act or acts were directed receive prompt notice that such investigation has commenced;
5. require the safe school climate specialist to review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report;
6. include a prevention and intervention strategy for school employees to deal with bullying and teen dating violence;
7. provide for the inclusion of language in student codes of conduct concerning bullying;
8. require each school to notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation described in subdivision (4), above (A) of the results of such investigation, and (B) verbally or by electronic mail, if such parents' or guardians' electronic mail addresses are known that such addresses are known, that such parents or guardians may refer to the plain language explanation of the rights and remedies available under Conn. Gen. Stat. Section 10-4a and 10-4b published on the Internet website of the Board;

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9. require each school to invite the parents or guardians of a student against whom such act was directed to a meeting to communicate to such parents or guardians the measures being taken by the school to ensure the safety of the student against whom such act was directed and policies and procedures in place to prevent further acts of bullying;
10. require each school to invite the parent or guardians of a student who commits any verified act of bullying to a meeting, separate and distinct from the meeting required in subdivision (9) above, to discuss specific interventions undertaken by the school to prevent further acts of bullying.
11. establish a procedure for each school to document and maintain records relating to reports and investigations of bullying in such school and to maintain a list of the number of verified acts of bullying in such school and make such list available for public inspection, and annually report such number to the Department of Education and in such manner as prescribed by the Commissioner of Education;
12. direct the development of case-by-case interventions for addressing repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline;
13. prohibit discrimination and retaliation against an individual who reports or assists in the investigation of an act of bullying;
14. direct the development of student safety support plans for students against whom an act of bullying was directed that address safety measures the school will take to protect such students against further acts of bullying;
15. require the principal of a school, or the principal's designee, to notify the appropriate local law enforcement agency when such principal, or principal's designee, believes that any acts of bullying [or teen dating violence] constitutes criminal conduct;
16. prohibit bullying (A) on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased by LEARN or through the use of an electronic device or an electronic mobile device owned, leased or used by LEARN and (B) outside of the school setting if such bullying (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school;
17. require, at the beginning of each school year, each school to provide all school employees with a written or electronic copy of LEARN's Safe School Climate plan; and

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18. require that all school employees annually complete the training described in Conn. Gen. Stat. §§ 10-220a or 10-222j related to the identification, prevention and response to bullying.

The notification required pursuant to subdivision (8) (above) and the invitation required pursuant to subdivisions (9) (above) and (10) (above) shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying. Any information provided under this policy or accompanying Safe School Climate Plan shall be provided in accordance with confidentiality restrictions imposed under the Family Education Rights Privacy Act (“FERPA”) and LEARN’s Confidentiality and Access to Student Information policy and regulations.

LEARN shall submit its Safe School Climate Plan to the State Department of Education for review and approval. Not later than thirty (30) calendar days after approval by the Department, LEARN shall make such plan available on LEARN’s website and on the website of each individual school and ensure that the Safe School Climate Plan is included in LEARN’s publication of the rules, procedures and standards of conduct for schools and in all student handbooks.

As required by state law, LEARN, after consultation with the Connecticut State Department of Education and the Connecticut Social and Emotional Learning and School Climate Advisory Collaborative, shall provide on its website training materials to school administrators regarding the prevention of and intervention in discrimination against and targeted harassment of students based on such students’ (1) actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance or mental, physical, developmental or sensory disability, or (2) association with individuals or groups who have or are perceived to have one or more of such characteristics.

As required by state law, LEARN shall post on its website the plain language explanation of rights and remedies under Connecticut General Statutes §§ 10-4a and 10-4b, as developed and provided to LEARN by the Connecticut Social and Emotional Learning and School Climate Advisory Collaborative.

Legal References:

Public Act 19-166

Public Act 21-95

Conn. Gen. Stat. § 10-145a

Conn. Gen. Stat. § 10-145o

Conn. Gen. Stat. § 10-220a

Conn. Gen. Stat. § 10-222d

Conn. Gen. Stat. § 10-222g

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Conn. Gen. Stat. § 10-222h
Conn. Gen. Stat. § 10-222j
Conn. Gen. Stat. § 10-222k
Conn. Gen. Stat. § 10-222l
Conn. Gen. Stat. § 10-222q
Conn. Gen. Stat. § 10-222r
Conn. Gen. Stat. §§ 10-233a through 10-233f
7/31/2021

Policy Adopted: September 12, 2002
Revised: October 2, 2006
Revised: November 11, 2010
Revised: December 8, 2011
Revised: February 12, 2015
Revised: March 9, 2023
LEARN

Bullying Regulations

Reporting Regulations

A comprehensive program must involve interventions at all levels, school wide, classroom and individual.

LEARN's program:

1. Permits anonymous reports of bullying by students and/or written reports by parents or guardians;
2. Requires teachers and other school staff to notify school administrators of bullying acts they witness and students' reports they receive;
3. Requires school administrators to investigate parents' reports and review students' anonymous reports;
4. Requires school administrators to complete a Harassment/Bullying Incident Record form for each verified harassment/bullying incident;
5. Requires each school to maintain a publicly available list of the number of verified bullying acts that occurred there;
6. Requires each school to have an intervention strategy for school staff to deal with bullying, including language about bullying in student codes of conduct;
7. Requires notice to parents or guardians of students involved in a verified act of bullying and an invitation to meet with the school administration;
8. Requires the development of case-by-case interventions for addressing reported incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual; and
9. Requires students to be notified annually of the process by which they may make reports of bullying.

The Board expects prompt and reasonable investigations of alleged acts of bullying. The Principal of each school and or his/her designee is responsible for handling all complaints of alleged bullying.

8/27/10

LEARN INVESTIGATIVE REPORT[School]
[Town, State]**COMPLAINT REPORT**

Name of Complainant:

School Relationship/Grade:

Home Address:

Phone:

Sending School District:

Date of Incident(s):

Time:

Date Reported:

Location(s) of Incident:

Complaint Filed Against:

Grade:

Details of complaint:

Witnesses:

1. _____ Grade: _____

2. _____ Grade: _____

3. _____ Grade: _____

Have there been previous incidents? (*circle one*) YES NO

If "YES", did you report it? YES NO How did you report it? WRITTEN VERBAL

To whom was it reported? _____ Date of Report: _____

Signatures:***I certify that the above information and events are accurately depicted to the best of my knowledge.***

Complainant: _____ Date: _____

Safe School Climate Specialist: _____ Date: _____

District Safe School Climate Coordinator Email Notification Date: _____

LEARN INVESTIGATIVE REPORT

[School]

[Town, State]

SAFE SCHOOL CLIMATE SPECIALIST INVESTIGATIVE REPORT

Name of Complainant:

School Relationship/Grade:

Parents/Guardians:

Sending School District:

Date of Incident(s):

Time:

Date Reported:

Location(s) of Incident:

Complaint Filed Against:

Sending School District:

Details of Investigation ****List of Events/Notifications/Procedures****:

1)

2)

3)

4)

5)

6)

7)

8)

9)

10)

11)

12)

13)

Decision Rendered: () Unfounded () Unsustained () Sustained

Findings/Recommended Interventions/Action Taken:

-
-
-
-

Signatures of Complainant: _____ Date: _____

Subject of Investigation: _____ Date: _____

Safe School Climate Specialist: _____ Date: _____

***** Submit Completed Forms and Documentation to the District Safe School Climate Coordinator *******Key:****Subject of Investigation:****Complainant:****Witness 1: Student A –****Witness 2: Student B –****Witness 3: Student C –****Witness 4: Student D –****Witness 5: Student E –**

LEARN Safe School Climate Plan

Introduction

There is a growing appreciation in Connecticut that school climate is an integral component of the learning environment and essential for school improvement. Connecticut has defined school climate as “the quality and character of school life with a particular focus on the quality of the relationships within the school community between and among students and adults.” The National School Climate Standards provide a vision and framework for a positive and sustainable school climate. Through the implementation of appropriate prevention and intervention strategies LEARN will sustain school environments where all members are welcomed, supported and feel safe in school; socially, emotionally, physically and intellectually. In response to the need to establish these positive school climates, LEARN has developed the following Safe School Climate Plan.

Component	Actions	Person(s) Responsible	Timeline
Bullying Policy	<p>Continue to implement and enforce already approved Anti-Bullying Policy which includes:</p> <ul style="list-style-type: none"> • Student codes of conduct that are defined and prohibit bullying in accordance with state law. • A prohibition against bullying on school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a LEARN van, school bus or other vehicle owned, leased or used by a local or regional board of education, or through the use of an electronic device or an electronic mobile device owned, leased or used by LEARN or a local or regional board of education • A prohibition against bullying outside of the school setting if such bullying results in any of the following: (i) creates a hostile environment at school for the student against whom such bullying was directed, (ii) infringes on the rights of the student against whom such bullying was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school. • A prohibition against any form of discrimination and retaliation directed toward an individual who reports or assists in the investigation of an act of bullying is also strictly prohibited. 	Board of Directors and Executive Director	Ongoing

Reporting Procedures	<ul style="list-style-type: none"> Orally notify the Safe School Climate Specialist or school Administrator after being witness to acts of bullying or receiving reports of bullying File a written report with the Safe School Climate Specialist after being witness to acts of bullying or receiving reports of bullying Any student who believes s/he has been the victim of bullying/cyberbullying may report the matter to any school employee, either in writing or anonymously. Parent(s)/guardian(s) may file written reports of Suspected bullying/cyberbullying. 	<p>All school employees</p> <p>All school employees</p> <p>All Students</p> <p>All Parents</p>	<p>Within one school day after witnessing or receiving report</p> <p>Within two school days of oral notification</p> <p>Ongoing</p> <p>Ongoing</p>
Notification Requirements	<ul style="list-style-type: none"> Provide all school employees with a written or electronic copy of LEARN's Safe School Climate Plan. Notify students and the parents or guardians of students of the process by which students may make reports of bullying. Provide students with notice of the definition of bullying, cyberbullying and the potential consequences of engaging in such acts by the inclusion of language in student codes of conduct concerning bullying. Publish Safe School Climate Plan on LEARN's Internet web site and ensure that such plan is included in LEARN's publication of the rules, procedures and standards of conduct for schools and in all student handbooks. 	<p>LEARN Safe School Climate Coordinator</p> <p>LEARN Safe School Climate Coordinator</p> <p>LEARN Safe School Climate Coordinator and Specialists</p> <p>LEARN Safe School Climate Coordinator</p>	<p>annually and upon hire</p> <p>annually and when newly enrolled</p> <p>annually</p> <p>By Feb 1, 2012 and annually</p>

Investigation	<ul style="list-style-type: none"> Develop and disseminate investigation procedures for use by safe school climate specialists. Investigate or supervise the investigation of all reports of bullying and ensure that such investigation is completed promptly after receipt of any written reports. Review any anonymous reports, except that no disciplinary action shall be taken solely on the basis of an anonymous report. Determine whether the alleged conduct occurred & whether such conduct constitutes bullying as defined in the district policy. 	<p>LEARN Safe School Climate Coordinator LEARN Safe School Climate Coordinator and Specialists</p> <p>Safe School Climate Specialists</p> <p>LEARN Safe School Climate Coordinator and Specialists</p>	<p>Ongoing</p> <p>Upon receipt of report</p> <p>Promptly</p> <p>Upon completion of investigation</p>
Response to Verified Acts of Bullying	<ul style="list-style-type: none"> Take prompt corrective action that is reasonably calculated to stop the bullying and prevent any recurrence of such behavior, if it is determined that bullying has occurred. Notify the parents or guardians of students who commit any verified acts of bullying and the parents or guardians of students against whom such acts were directed not later than forty-eight hours after the completion of the investigation. This notification shall include a description of the response of school employees to such acts and any consequences that may result from the commission of further acts of bullying Invite the parent(s)/guardian(s) of students who engage in any verified acts of bullying after the completion of the investigation to a meeting at which the following will be shared: <ol style="list-style-type: none"> A description of the verified act(s). A description of the school's interventions in response to the act(s). Any consequences that may result from the commission of any further acts of bullying. Invite the parent(s)/guardian(s) of any student against whom an act of bullying was verified after the completion of the investigation at which the following information will be shared: 	<p>LEARN Safe School Climate Coordinator and/or Safe School Climate Specialists</p> <p>LEARN Safe School Climate Coordinator and/or Safe School Climate Specialists</p> <p>LEARN Safe School Climate Coordinator and/or Safe School Climate Specialists</p> <p>LEARN Safe School Climate Coordinator and/or Safe School Climate Specialists</p>	<p>Upon determination that bullying has occurred</p> <p>48 hours after the completion of the investigation</p> <p>Upon determination that bullying has occurred</p> <p>Upon determination that bullying has occurred</p>

	<ol style="list-style-type: none"> 1. A description of the verified act(s). 2. A description of the school's interventions designed to keep the student safe & prevent any further acts of bullying. 3. The content of the student safety support plan. <p><i>Except in rare circumstances, such meetings with parents and guardians should be held separately.</i></p> <ul style="list-style-type: none"> • Develop a student safety support plan for any student against whom an act of bullying was directed. The plan shall address safety measures the school will take to protect such students against further acts of bullying. • Develop case-by-case interventions to address repeated incidents of bullying against a single individual or recurrently perpetrated bullying incidents by the same individual that may include both counseling and discipline. • Notify the appropriate local law enforcement agency when principal, or designee, believes that any acts of bullying constitute criminal conduct. 	<p>Safe School Climate Specialists</p> <p>Safe School Climate Specialists</p> <p>LEARN Safe School Climate Coordinator and/or Specialists</p>	<p>Upon determination that bullying has occurred</p> <p>Upon determination that bullying has occurred</p> <p>As appropriate</p>
Safe School Climate Committee	<ul style="list-style-type: none"> • Appoint District Safe School Climate Coordinator • Appoint Safe School Climate Specialist in each school • Establish Safe School Climate Committee in accordance with the law, (including at least one parent/guardian of a student at the school) • Establish roles, responsibilities and procedures for Safe School Climate Committee including: <ul style="list-style-type: none"> • Receive copies of completed reports following investigations of bullying; • Identify and address patterns of bullying among students in the school; • Review and make recommendations to amend school policies relating to bullying; • Review and make recommendations to the district safe school climate coordinator regarding the 	<p>Executive Director</p> <p>Executive Director or designee</p> <p>LEARN Safe School Climate Coordinator and Specialists</p> <p>LEARN Safe School Climate Coordinator and Specialists</p>	<p>By July 1, 2012</p> <p>By July 1, 2012</p> <p>By July 1, 2012</p> <p>By July 1, 2012</p>

	<p>district's safe school climate plan based on issues and experiences specific to the school;</p> <ul style="list-style-type: none"> • Educate students, school employees and parents and guardians of students on issues relating to bullying; • Collaborate with the district safe school climate coordinator in the collection of data regarding bullying, in accordance with the law; • Perform any other duties as determined by the school principal that are related to the prevention, identification and response to school bullying for the school. 		
Prevention and Intervention Strategy	<ul style="list-style-type: none"> • Identify effective evidence-based prevention and intervention strategies approved by CSDE. Strategies may include, but are not limited to the following: <ul style="list-style-type: none"> ○ Students will participate in an evidence-based approach, program or process approved by the State Department of Education that is designed to ensure a positive school climate & prevent bullying. ○ Students will be made aware school rules prohibiting bullying, harassment and intimidation and establishing appropriate consequences for those who engage in such acts; ○ Adequate adult supervision of outdoor areas, hallways, the lunchroom and other specific areas where bullying is likely to occur; ○ Inclusion of grade-appropriate bullying education and prevention curricula in kindergarten through high school; ○ Individual interventions with the bully, parents and school employees, and interventions with the bullied child, parents and school employees; ○ School-wide training related to safe school climate; ○ Student peer training, education and support; ○ Promotion of parent involvement in bullying prevention through individual or team 	LEARN Safe School Climate Coordinator, Specialists and Safe School Climate Committee	By July 1, 2012

	<p>participation in meetings, trainings and individual interventions.</p> <ul style="list-style-type: none"> Implement the prevention and intervention strategies identified by the Safe School Climate Committee Provide students with access to evidence-based prevention and intervention strategies 	<p>All School Employees</p> <p>All School Employees</p>	<p>Ongoing</p> <p>Ongoing</p>
Assessment of School Climate	<ul style="list-style-type: none"> Complete an assessment using the school climate assessment instruments including surveys, approved and disseminated by the State Department of Education for each school Submit assessment results for each school in the district to the State Department of Education Review and analyze data obtained from climate surveys/ make necessary modifications to the district plan Compare and contrast survey results with the National School Climate Standards and best practices 	<p>Safe School Climate Committee</p> <p>LEARN Safe School Climate Coordinator Safe School Climate Committee</p> <p>Safe School Climate Committee</p>	<p>By July 1, 2012, and biennially thereafter, By July 1, 2012 and according to CSDE guidelines Ongoing</p> <p>Ongoing</p>
Documentation and Record Keeping	<ul style="list-style-type: none"> Establish a procedure for each school to: <ul style="list-style-type: none"> Document and maintain records relating to reports and investigations of bullying in the school. Maintain a list of the number of verified acts of bullying in the school and make such list available for public inspection. This public list must not contain any personally identifiable information about any student or information that might reasonably lead to the identification of any student. Report the number of verified acts of bullying in the district's schools to the Department of Education in such manner as prescribed by the Commissioner of Education 	<p>LEARN Safe School Climate Coordinator & Specialists</p> <p>LEARN Safe School Climate Coordinator</p>	<p>By July 1, 2012</p> <p>Annually based on timeline established by CSDE</p>
Training	<ul style="list-style-type: none"> Provide all certified school employees training on the prevention, identification and response to bullying and the prevention of and response to youth suicide. The training will be provided to teachers, administrators and 	<p>LEARN Safe School Climate Coordinator and Specialists</p>	<p>Annually</p>

	<p>pupil personnel who hold the initial educator, provisional educator or professional educator certificate via in-service training.</p> <ul style="list-style-type: none">• Provide all other school employees training provided by the State Department of Education.	CSDE with LEARN Safe School Climate Coordinator and Specialists	Annually
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Approved: December 8, 2011
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