

The Business Meeting of the New London Board of Education was held on November 10, 2025 in the New London Public Schools' Welcome Center and via Zoom Webinars.

1. Call to Order

President Maynard-Adams called the meeting to order at 7:00 p.m.

Present for the Board of Education: President – Elaine Maynard-Adams

Board Members Present: Alisha Blake (*attended virtually*)
Scott Garbini (*attended virtually*)
Susan Hambey
Richard Martin

Board Members Absent: Karen Bergin
Nathan Caron

Present for the administration: Dr. Cynthia Ritchie, *Superintendent of Schools*
Dr. Jennifer Hills-Papetti, *Assistant Superintendent of Schools*
Mr. Rob Funk, *Chief Financial Officer*
Ms. Carrie Rivera, *Executive Director of School and Family Supports*
Ms. Christine Pemberton, *Executive Director of Talent & Human Resources*
Mr. Miguel Gautier, Jr. – *Executive Director of Operations*

Due to Board members participating virtually, all votes were taken by roll call vote.

Ms. Maynard-Adams acknowledged that also present for the meeting were: Mayor Passero, Councilor Satti, Councilor Peck Councilor Hart and Councilor – Elect Clouette. Additionally, both Board of Education-Elect members were also present, Ms. Becky Amanti and Ms. Nanci DeRobbio.

2. Public Comment

None.

3. Reports and Communications

- Board Chairperson's Report

Ms. Maynard-Adams reported that she attended the City Council meeting last week and shared a “did you know” segment. The hope is that there will be a Board meeting who will attend each regular Council meeting to share some updates under public comment about the happenings at the schools. She also attended the first Birth to Age 8 event of the school year at Winthrop, during which approximately 200 families attended. Families had the ability to take home Pete the Cat books as well as an art project. There were many community partners who attended to help connect our families with resources. She also noted she attended a registration meeting during which the team reviewed the number of students enrolling and exiting. The district is also bracing for a potential influx of families from Jamaica and Cuba who were affected by Hurricane Melissa. Lastly, Ms. Maynard-Adams had a meeting with Dr. Hills-Papetti about potentially hosting a New London Author’s Day for Read Across America week in the Spring.

- Reports of Committees
 - School Facilities & Program Design Committee
 - Ms. Hambey reported that the committee discussed the Indoor Air Quality reports. Jennings and Winthrop are still being completed. Hopefully, the DRIP grant can be applied as a funding source for any repairs needed. The committee is also monitoring the operating budget, and Mr. Gautier presented an update. It was clarified that the Air Quality reports are required legislatively every 5 years. Mr. Gautier clarified that the district is doing the corrective actions that are possible, but they are not spending the money for another report just yet because the cost is about \$200,000.
- Superintendent’s Report – Student Enrollment Data Updated
 - Ms. Janet Farquhar, Director of Magnet Pathways provided an update of Student Enrollment Data. This presentation included the following:
 - District Demographics
 - Magnet Enrollment
 - Sending District Information
 - Special Education Enrollment
 - MLL Enrollment
 - Military Enrollment

A copy of this report is available in its entirety upon request.

4. Approval of the Minutes

- October 27, 2025

Motion by Mr. Martin, seconded by Ms. Hambey to approve the October 27, 2025 Business Meeting minutes.

Motion carried, 4-0-1

Abstaining: Ms. Maynard-Adams

5. Approval of the Consent Agenda

Motion by Ms. Maynard-Adams, seconded by Ms. Hambey, that the following items, as set forth on the Consent Agenda for the Business Meeting of November 10, 2025 be approved unless removed by a Board member or the Superintendent of Schools:

A. Superintendent's Written Report

- I. Academics
- II. Human Resources
- III. Student & Family Support Services
- IV. Business & Finance
- V. Operations – Includes Magnet Pathways, Athletics, Facilities and Technology

B. Action Items

- I. Receive for the Record: Indoor Air Quality Reports
 - New London High School
 - New London High School – STEM Building
 - Bennie Dover Jackson Multi-Magnet Middle School Campus
 - Nathan Hale Arts Magnet School
 - Early Childhood Center at B.P. Mission
- II. Approve the Proposed SPIRAL International Trip
- III. Approve Budget Parameters for FY2027

Motion carried, 5-0

6. Items Pulled from Consent Agenda

- Approve the Proposed SPIRAL International Trip

Motion by Ms. Hambey, seconded by Ms. Maynard-Adams, to approve the Proposed SPIRAL International Trip.

Ms. Hambey stated it sounds like a fantastic opportunity. She noticed the cost to the individuals, and asked how to ensure that an underserved population might be able to afford it. Ms. Farquhar shared it hasn't been shared with students yet. Students currently in the Chinese classes will receive a discount of \$200, for a total of \$300 for the trip. There will be fundraising opportunities as well. Ms. Hambey believes it's a great educational experience.

Motion carried, 5-0

- Approve Budget Parameters for FY2027

Ms. Maynard-Adams shared that the Mayor had requested to be a part of this discussion this evening, and she welcomed him to the table. She stated this is the beginning of the budget planning when the Board sets the parameters for budget planning. Mr. Funk shared a presentation with the Board. This presentation included the following:

- Preliminary Projected FY27 Expenses for Same Services Budget
 - Preliminary FY27 Cost Increase Projections
 - FY26 Revenue and Revenue Loss Projections
 - Preliminary FY27 Cost Increase Projections – General Fund Costs Only

A copy of this presentation is attached to the end of these minutes.

Mayor Passero stated that he was glad to join the Board early this year. He shared he reviewed the budget planning and development policy and thinks that it is great. He also shared he would review this information with the City Finance Director. He stated the problem that will be faced again this year is this structural and system problem with a loss of revenue almost everywhere in the school funding spectrum. He stated it is not going to be possible for the City tax base to make all that up, so there needs to be solutions to build financial stability in how education is funded. Over the past year, he thought back to the times when Dr. Adamowski was present, and he was scrutinizing the same issues being faced today. His explanations for the problem of sustainable funding was a tax base that can't support a school district our size, which we can't control. His solution at the time was an all-magnet school district, which he thought might lift us out of a financial deficit, and to increase school funding. Out of that effort, there was an increase of school grants including Alliance. Mayor Passero stated it might be time to look at these issues again. He asked that when the Administration and Board are putting the budget together, that best efforts are put in to estimate revenues, including that from the tax base. Even though this is less than 1/3 of the budget. He stated that the City will not be able to cover a \$7-8 million loss of revenue. Mayor Passero noted that he and City Finance Director McBride did a small review of the history of the City's funding. He stated that going back to FY19 through FY26 the highest contribution the city has made was FY25 1.5 million which was achievable that year. The average is about 2.9%. He said that he would like to see a budget which takes in the historical ability of the tax base to support the schools. He stated he does not see a point of presenting a budget to the City with an expectation that can't be achieved by the tax base. He shared he believes that everyone in the room respects the work that is done by the educators in district. He stated he looks forward to working with the Board as they approach the next budget cycle.

Ms. Hambey asked if it would be another flat funding year, and the Mayor stated he hoped not. He stated that this year both the City and the Board's budgets were essentially flat funded due to the reduction of revenue. The City's budget was only slightly increased but due to a reduction in force and a retirement package, and moving surplus funds from 2024 to 2026. Ms. Hambey shared her concern was that the flat funding did not even cover teachers contracts where the City's budget at least covered the contracts of public works and other departments. She stated

that she hopes consideration is given this year to that thought. Mayor Passero shared that he will never question the Board's budget priorities. He said he believes there is about \$500,000 left in the non-lapsing fund that can also be used in the future as well.

Ms. Maynard-Adams stated that the Board is setting the parameters for the budget at this meeting. She stated that the Board is not insensitive to the City and the desire to not raise taxes. Because of the revaluation, the City went from being the 8th poorest municipality to the 12th poorest, and now New London is considered overfunded due to the revaluation. This was part of the problem faced this year because there was no additional ECS funds. Mayor Passero also commented about how inequitable education funding is. Ms. Maynard-Adams agreed.

Ms. Maynard-Adams stated that in regards to the parameters, she is adamant about having summer school. She would like to see funding for that added back. In regard to Commissioner's Network, which is a \$1 million loss, she asked for the administration to make recommendations of what the district can live without.

Mr. Garbini reiterated that summer school would be helpful having something students can do. He also asked if it would be possible to reinstate some funding for after school programs which were lost.

Dr. Ritchie summarized that there was a request to create a roll-up of a same services budget but reduce the Commissioner's Network funds. Ms. Maynard-Adams stated not to take the entire 41.4 out but to take a look at what the district can live without. Additionally, she asked that there be an add in of summer school and after school programming. Dr. Ritchie stated that these programs are grant funded, and the general education program is \$300,000. After school programs are usually \$100,000 per school. Dr. Ritchie stated that the district has brought in over \$10 million over the recent years but those grant funds are not still available.

Ms. Hambey stated that she sees it's a responsibility of both the City and the Board to create after school opportunities for students. She suggested an idea of looking at a community budget over time. The Mayor shared that the City handles the social service needs of the City by utilizing partnerships. He stated he would sit with Ms. Milstein to discuss the Board's budget to see if there is a way that partners can step in to lift the burden off of the education budget. The Mayor also noted that there are potentially increased capabilities of the recreation department and the Youth Empowerment Program as well. He stated that there are funding opportunities with these partnerships, and this is something that both departments can work together on.

Mr. Funk clarified that the Child Nutrition Program is a self-supporting program and is not included in these projections. It is about a \$3.5million dollar program and not included in the general funds.

Ms. Maynard-Adams confirmed that the parameters for budget development are for the administration to bring to the Board a same-services budget, the cost of summer school, the cost of after school programs, and a critical look at the Commissioner's Network programs and what the administration thinks that they could live without.

Mayor Passero reiterated that his request is that the Board consider the taxpayer's ability as they construct their proposed budget. He asked that they budget for a revenue line of the City's contribution that they can reasonably achieve.

Mayor Passero also noted that the City is preparing to put out an RFP for Harbor School in the near future as well. He noted that he couldn't market the property until they could share what was at the property. He stated the last step before an RFP is to go through the Planning and Zoning commission of what they will call that property in relation to development.

Motion by Ms. Maynard-Adams, seconded by Mr. Garbini, for a same services budget with a critical look at Commissioner's Network, a line item cost for restoring summer school, and a line item cost for after school programs.

Motion carried, 5-0

7. Board Comments, Questions

Mr. Garbini congratulated everyone who won their re-election, and thanked Mayor Passero for coming to the meeting.

Ms. Hambey praised New London Public Schools for leading with equity and inclusion in special education and the unified sports and bowling opportunities.

8. Adjournment

Motion by Mr. Garbini, seconded by Mr. Martin, to adjourn the meeting.

Motion carried, 5-0

The meeting was adjourned at 8:25 p.m.

Respectfully submitted,

Kristea A. Francolino
Recording Secretary, Board of Education

NLPS' Preliminary Projected FY27 Expenses for Same Services Budget – All Funds

November10, 2025

Expense Projections are based off the BOE approved Final FY26 Budget Book and assume the same staffing model.

Preliminary FY27 Cost Increase Projections — Version 1: All Funds -

11/10/25

	FY26 BUDGET as baseline		FY27
	FY26 Operational Budget as per revised total FY26 budget book Aug 2025		Projected Avg % Change Projected approximate Impact on Costs
Use FY26 Budget as baseline			
Increased Costs in Pay Rates - NLEA - includes Step Cost	24,693,292		3.51% 866,735
Increased Costs in Pay Rates - NLAEA - not negotiated yet	3,140,206		3.00% 94,206
Increased Costs in Pay Ras - Secretaries	1,603,439		3.00% 48,103
Increased Costs in Pay Rates - Custodians	1,776,327		2.65% 47,073
Increased Costs in Pay Rates – AFT	3,996,566		4.70% 187,839
Increased Costs in Pay Rates - Unaffiliated (Incl Cabinet)	5,843,630		2.75% 160,700
Hourly Wages and Sub Wages	2,755,517		2.75% 75,804
Increased Costs in Health/Dental Rates	9,839,846		11.00% 1,082,383
Average savings from increased employee insurance contribution percentage			-0.20% (19,680)
Increased Costs in Payroll Taxes (percentage of increase in wages)	443,714		7.65% 33,944
Increased Costs in Retirement Contribution (percentage of increase in wages)	443,714		11.00% 48,809
Increased Rates for Out of District Tuition	8,019,561		3.00% 240,587
Increased Costs in Transportation Contract Rate	5,884,166		3.00% 176,525
Increased Utilities Pricing	2,369,178		8.00% 189,534
Increase Unemployment Insurance Cost	263,772		20.00% 52,754
Workers Comp Insurance	737,373		2.00% 14,747
Liability Insurance & Insurance Deductibles	753,187		5.00% 37,659
Crossing Guards (increase hourly rate to market)		15,552	15,552
			-
OPEB Contribution - bring back			111,000
ADEC - bring back up to recommended amount			305,000
Inflationary Increases in contracts and supplies not listed in a category above	9,724,340		2.75% 267,517
Increased cost for Munis Fees			34,923
Total Increased Cost - Same Services as FY26 Budget Basis - Not adjusted for enrollment changes.	82,287,829		4,071,714
Percentage increase in Expense for contractual and inflationary increases as compared to FY26 Budget Book - For same services budget			4.95%

FY26 Revenue and Revenue Loss Projections

	FY26		FY27	Change YOY
Revenue Projections				
21st Century Grant	235,000		235,000	-
Adult Ed State Grant	1,415,672		1,415,672	-
Adult Ed EL/CIVICS	65,200		65,200	-
Adult Ed PEP	235,000		235,000	-
Adult Ed Even Start Family Literacy	181,820		181,820	-
Alliance	8,100,579		8,210,092	109,513
Alliance Increasing Educator Diversity	109,513		-	(109,513)
Bilingual Education	82,188		75,639	(6,549)
ECS 2% Set Aside	458,811		458,811	-
McKinney Vento	45,000		45,000	-
Excess Cost	1,240,725		936,000	(304,725)
SEED (SPED)	-		383,000	383,000
Extended School Hours	58,690		55,490	(3,200)
IDEA 611	928,220		912,894	(15,326)
IDEA 619	34,572		34,572	-
IDEA 611 Carryover	166,416		161,099	(5,317)
Medicaid	167,000		167,000	-
Magnet Transportation	512,991		512,991	-
Magnet State (FY27 projection assumes Cap removed by State)	9,340,326		8,820,586	(519,740)
Magnet Tuition	813,271		823,481	10,210
Magnet SPED Tuition	1,572,618		1,572,618	-
Primary Mental Health	-			-
Priority School District	818,051		827,710	9,659
PreK Grant (State)	-		-	-
NJROTC	69,118		69,118	-
Smart Start	75,000		97,500	22,500
Smart Start Recovery	300,000		405,000	105,000
Summer School	65,865		64,552	(1,313)
Title 1	1,531,888		1,884,070	352,182
Title 1 Carryover	251,791		332,483	80,692
Title 2	45,686		173,751	128,065
Title 2 Carryover	119,511		30,662	(88,849)
Title 3	120,929		117,673	(3,256)
Title 4	131,380		127,281	(4,099)
Title 4 Carryover	132,685		22,461	(110,224)
Commissioner's Network MS	450,000		-	(450,000)
Commissioner's Network HS	581,512		-	(581,512)
SIG MS	200,000		200,000	-
SIG HS	200,000		200,000	-
Early Start Pre K	250,000		240,000	(10,000)
Interdistrict Cooperative Grant (Win)	100,000		-	(100,000)
AASC State Grant (Magnet Development)	925,000		-	(925,000)
ARP LEAP - Grant Ending	143,000		-	(143,000)
Use of Non Lapsing Fund	2,500,000		1,000,000	(1,500,000)
Total projected change in Revenues (prior to any change in General Fund) FY27 compared to FY26				(3,695,802)

All Funds – FY27 Projected Gap Between Funding and Expenses for Same Services Budget

- Projected Total All Funds Increase in Expenses for FY27 over FY26 – (Note: Same services as FY26 budget)
- Projected Increase in Expenses (+) \$4,071,714
- Projected Decrease in Grant Revenues (-) \$3,695,802
- Total Projected GAP : - **\$7,767,516**

Commissioner's Network Grants to Expire*

(They will be completing their 5 year lifecycle in June 2026.) These grants pay for 50% of the cost of each item. The other 50% is paid for in other grants. The end of the CN cycle will eliminate only the CN portion of funding

Staffing Positions In BDJ Grant	Staffing Positions in NLHS Grant
0.5 SRBI Instructional Coach	1 x 0.5 Instructional Coach
3 x 0.5 Behavior Motivators	3 x 0.5 College & Career Facilitators
3 x 0.5 Hybrid Substitutes	4 x 0.5 Hybrid Substitutes
A Portion of i-Ready / Imagine Learnings / Illustrative Math / NewELA – Software Licenses	3 x 0.5 College & Career Facilitators
Cormier Consulting Professional Development Contract	1 x 0.5 Wellness Coordinator
	1 x 0.5 Freshman Focus Specialist
	A Portion of Imagine Learnings / Illustrative Math / – Software Licenses and Workbooks
	Cormier Consulting Professional Development Contract
	CT RISE Freshman Focus contract

Preliminary FY27 Cost Increase Projections – Version 2: General Fund Costs Only-
11/1/25

	FY26 BUDGET as baseline		FY27	
	FY26 Gen Fund Only - Operational Budget as per revised total FY26 budget book Aug 2025		Projected Avg % Change	Projected approximate Impact on Costs
Use FY26 Budget as baseline				
Increased Costs in Pay Rates - NLEA - includes Step Cost	10,718,050		3.51%	376,204
Increased Costs in Pay Rates - NLAEA - not negotiated yet	1,374,991		3.00%	41,250
Increased Costs in Pay Rates - Secretaries	1,281,867		3.00%	38,456
Increased Costs in Pay Rates - Custodians	1,637,825		2.65%	43,402
Increased Costs in Pay Rates - AFT	3,139,772		4.70%	147,569
Increased Costs in Pay Rates - Unaffiliated (Incl Cabinet)	3,285,118		2.75%	90,341
Hourly Wages and Sub Wages	1,528,443		2.75%	42,047
Increased Costs in Health/Dental Rates	4,952,638		11.00%	544,790
Average savings from increased employee insurance contribution percentage			-0.20%	(9,905)
Increased Costs in Payroll Taxes (percentage of increase in wages)	319,768		7.65%	24,462
Increased Costs in Retirement Contribution (percentage of increase in wages)	319,768		10.00%	35,175
Increased Rates for Out of District Tuition	8,019,561		3.00%	240,587
Increased Costs in Transportation Contract Rate	5,884,166		3.00%	176,525
Increased Utilities Pricing	2,369,178		8.00%	189,534
Increase Unemployment Insurance Cost	263,772		20.00%	52,754
Workers Comp Insurance	737,373		2.00%	14,747
Liability Insurance & Insurance Deductibles	753,187		5.00%	37,659
Crossing Guards (increase hourly rate to market)	75,908		15,552	15,552
OPEB Contribution - bring back - FY26 budget is zero				111,000
ADEC - bring back - FY26 budget is zero				305,000
Inflationary Increases in contracts and supplies not listed in a category above	1,570,585		2.75%	43,207
Increased cost for Munis Fees - Only \$30k budgeted in FY26				34,923
Total Increased Cost - Same Services as FY26 Budget Basis - Not adjusted for enrollment changes.	48,231,971			2,595,280
	Total FY26 General Fund Appropriation			47,516,526
	Year over Year Cost increase for General Fund costs only			5.5%

FY26 Enrollment Projections

FY27 Projected Budget												Tuition	Non Res - State	Res - State
		Grades	Resident Magnet	Non Resident Magnet	Total Magnet Res and Non Res	Non Magnet	Total Enrollment	Tuition Rate	OOD Grant	Resident Grant				
BP		Pre K	80	17	97	-	97	-	10,019	3,060		-	170,323	244,800
Jennings		K-5	362	26	388	-	388	2,207	10,019	3,060		57,379	260,494	1,107,720
NH		K-5	361	77	438	-	438	2,207	10,019	3,060		169,931	771,463	1,104,660
Winthrop		K-5	352	76	428	-	428	2,207	10,019	3,060		167,724	761,444	1,077,120
Arts Magnet (VPAMP)		6-12	279	70	349	-	349	2,407	10,019	3,060		168,490	701,330	853,740
Stem Magnet MS		5-8	130	52	182	-	182	2,407	10,019	3,060		125,164	520,988	397,800
Stem Mag HS		9-12	94	56	150	-	150	2,407	10,019	3,060		134,792	561,064	287,640
IE MS		6-8	0	0	0	241	241	2,407	10,019	3,060		-	-	-
IE HS		9-12	0	0	0	523	523	-	-	-		-	-	-
													3,747,106	5,073,480
Total Magnet Enrollment			1,658	374	2,032	764	2,796					823,481	8,820,586	

FY26 Budgeted Enrollment and Actual (not certified) Enrollment

FY26 Budget													Tuition	Non Res - State	Res - State
		Grades	Resident Magnet	Non Resident Magnet	Total Magnet Res and Non Res	Non Magnet	Total Enrollment	Tuition Rate	OOD Grant	Resident Grant					
BP		Pre K	109	13	122	-	122	-	9,927	3,060		-	129,051	333,540	
Jennings		K-5	392	14	406	-	406	2,207	9,927	3,060		30,897	138,978	1,199,520	
NH		K-5	426	66	492	-	492	2,207	9,927	3,060		145,655	655,182	1,303,560	
Winthrop		K-5	421	83	504	-	504	2,207	9,927	3,060		183,173	823,941	1,288,260	
Arts Magnet (VPAMP)		6-12	269	76	345	-	345	2,407	9,927	3,060		182,932	754,452	823,140	
Stem Magnet MS		5-8	90	18	108	-	108	2,407	9,927	3,060		43,326	178,686	275,400	
Stem Mag HS		9-12	163	80	243	-	243	2,407	9,927	3,060		192,560	794,160	498,780	
IE MS		6-8	21	8	29	368	397	2,407	9,927	3,060		19,256	79,416	64,260	
IE HS		9-12	0	0	0	262	262	-	-	-		-	-	-	
BP TK		TK		7	7		7	2,207				15,448	-	-	
Total Magnet Enrollment			1,891	365	2,256		2,886					813,247	3,553,866	5,786,460	
FY26 Actual 11/4/25													Tuition	Non Res - State	Res - State
		Grades	Resident Magnet	Non Resident Magnet	Total Magnet Res and Non Res	Non Magnet	Total Enrollment	Tuition Rate	OOD Grant	Resident Grant					
BP		Pre K	80	17	97	0	97	-	10,019	3,060		-	170,323	244,800	
Jennings		K-5	373	19	392	0	392	2,207	10,019	3,060		41,931	190,361	1,141,380	
NH		K-5	357	77	434	0	434	2,207	10,019	3,060		169,931	771,463	1,092,420	
Winthrop		K-5	341	86	427	0	427	2,207	10,019	3,060		189,793	861,634	1,043,460	
Arts Magnet (VPAMP)		6-12	240	69	309	0	309	2,407	10,019	3,060		166,083	691,311	734,400	
Stem Magnet MS		5-8	116	49	165	0	165	2,407	10,019	3,060		117,943	490,931	354,960	
Stem Mag HS		9-12	95	66	161	0	161	2,407	10,019	3,060		158,862	661,254	290,700	
IE MS		6-8	0	0	0	306	306	2,407	10,019	3,060		-	-	-	
IE HS		9-12	0	0	0	555	555	-	-	-		-	-	-	
Total Magnet Enrollment			1,602	383	1,985	861	2,846					844,544	3,837,277	4,902,120	