

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge, Connecticut 06525

Dr. Jennifer P. Byars
Superintendent of Schools

AMITY REGIONAL BOARD OF EDUCATION REGULAR MEETING AGENDA

Monday, December 08, 2025 6:30 pm

25 Newton Road, Woodbridge, CT

Lecture Hall

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **OATH OF OFFICE**
4. **ELECTION OF OFFICERS**
5. **APPROVAL OF MINUTES**
 - a. Board of Education Regular Meeting – November 24, 2025 [page 4](#)
6. **PUBLIC COMMENT**
7. **DISCUSSION AND POSSIBLE ACTION ON SETTING 2026-2027 SCHOOL CALENDAR** [page 6](#)
8. **CORRESPONDENCE**
9. **CHAIRMAN’S REPORT**
 - a. Committee Reports
 1. **ACES**
 2. **Ad Hoc School Start Time**
 3. **CABE**
 4. **Communications**
 5. **Curriculum**
 6. **District Health and Safety**
 7. **District Technology** [page 7](#)
 - a. Monthly Report
 8. **Facilities**
 - a. Monthly Report [page 8](#)
 - b. Discussion and Possible Action on Middle School Library Media Center Projects [page 9](#)
 9. **Finance**
 - a. Presentation and Discussion of Third Quarter 2025 Executive Summary Review of Amity Pension Fund, OPEB Trust and Sick and Severance Fund. [page 10](#)
 - b. Discussion and Possible Action on Contracts over \$35,000 [page 27](#)
 - i. ARHS Lighting System
 - ii. AMSB Fire Pump
 - iii. Copiers
 - c. Update on the 2026-2027 Proposed Budget [page 30](#)
 - d. Discussion of Monthly Financial Statements [page 33](#)
 - i. Special Education Update
 - e. Director of Finance and Administration Approved Transfers Under \$3,000 [page 65](#)
 - f. Discussion and Possible Action on Budget Transfers over \$3,000 [page 67](#)

PLEASE POST

PLEASE POST

- g. Other:
 - i. Café Negative Balance Update

10. **Policy**

- a. First Reads
 - i. Policy 6111 School Calendar [page 69](#)
 - ii. Policy 2151 Recruitment and Selection of Administrative Staff [page 71](#)
- b. Second Reads
 - i. Policy 6141.101 Student Nutrition and Physical Activity (School Wellness Policy) [page 73](#)

11. **Personnel**

- a. Personnel Report [page 78](#)

10. **NEW BUSINESS & ANNOUNCEMENTS**

11. **ITEMS FOR THE NEXT REGULAR MEETING AGENDA – Due to Chairperson by December 31, 2025**

12. **ADJOURNMENT**



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

pc: Town Clerks Bethany, Orange, Woodbridge

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

District Mission Statement

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

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



NORMS

BE RESPECTFUL

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

HONOR THE POSITION

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

REPRESENT THE BOARD WITH UNITY AND PRIDE

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

AMITY REGIONAL BOARD OF EDUCATION SPECIAL MEETING MINUTES

Monday, November 24, 2025, 6:30 pm

25 Newton Road, Woodbridge, CT

BOARD MEMBERS PRESENT

Cathy Bradley, Paul Davis, Sean Hartshorn, Andrea Hubbard, Dr. Karunakaran, Christina Levere-D’Addio, Dana Lombardi, Michael McDonough, Dr. Carol Oladele, Patrick Reed, and Donna Schuster* *arrived at 6:38*

BOARD MEMBERS ABSENT

Eichler, Schlank

STAFF MEMBERS PRESENT

Dr. Jennifer Byars, Dr. Shannan Carlson, Dr. Tracy, Thomas Brant, Kathy Burke, Shaun DeRosa, Theresa Lumas, Stephen Martoni, Ernest Goodwin, Andre Hauser

1. CALL TO ORDER

Chairperson Davis called the meeting to order at 6:35 p.m.

2. PLEDGE OF ALLEGIANCE

Led by Amity Board of Education Chair Paul Davis

3. APPROVAL OF MINUTES

a. Board of Education Regular Meeting – November 10, 2025

MOTION by Patrick Reed, SECOND by Michael McDonough to approve November 10, 2025 minutes as submitted.

VOTES IN FAVOR, 10 (Bradley, Davis, Hartshorn, Hubbard, Dr. Karunakaran, Levere-D’Addio, Lombardi, McDonough, Reed)

ABSTAIN, 1 (Dr. Oladele)

MOTION CARRIES

4. SUPERINTENDENT’S REPORT

a. Superintendent Report – Information Item Only

Presented by Amity Region 5 Superintendent of Schools Dr. Jennifer Byars

5. 2025-2026 BUDGET DEPARTMENTAL REQUESTS

a. Director of Finance & Administration

Presented by Amity Region 5 Director of Finance Theresa Lumas

b. Brown & Brown – Medical Insurance Consultant

Presented by Brown & Brown Representatives, Justin Lavette and Chuck Petruccione

c. Middle School Principals

i. Middle School Schedule

ii. Departmental Requests

Presented by Amity Region 5 AMSB Principal Dr. Tracy and Amity Region 5 AMSO Principal Kathy Burke

d. High School Principal

Presented by Amity Region 5 High School Mr. Andre Hauser

e. Assistant Superintendent

Presented by Amity Region 5 Assistant Superintendent of Schools Dr. Shannan Carlson

f. Director of Pupil Services

Presented by Amity Region 5 Director of Pupil Services Thomas Brant

g. Director of Technology

Presented by Amity Region 5 Director of Technology Shaun DeRosa

h. Director of Facilities

Presented by Amity Region 5 Director of Facilities Stephen Martoni

i. Director of Athletics

Presented by Amity Region 5 Athletic Director Ernest Goodwin

6. ADJOURNMENT

Chairperson Davis adjourned the meeting, without objection, at 8:43 p.m.

Respectfully submitted,

Lisa Zaleski

Lisa Zaleski

BOE Recording Secretary

Amity Regional School District No. 5

2026-2027 District Calendar



2026-2027



Date	Event or Holiday
August 25	Prof. Dev. - Teachers Only
August 26	Prof. Dev. - Teachers Only
August 27	Prof. Dev. - Teachers Only
August 31	1st Day of School - Students <i>Early Dismissal</i>
September 1	Students <i>Early Dismissal</i>
September 7	Labor Day - No School
September 10	Back to School Night - ARHS - Grades 9&12
September 15	Back to School Night - Middle Schools
September 16	Back to School Night - ARHS - Grades 10&11
September 17	<i>Early Dismissal</i> - Professional Learning
September 21	Yom Kippur
October 12	Columbus/Indigenous Peoples - No School
October 22	<i>Early Dismissal</i> - Professional Learning
November 3	Prof. Dev. - Teachers Only
November 4	Parent Conferences - Middle Schools
November 5	Parent Conferences - High School
November 11	Parent Conferences - High School
November 12	Parent Conferences - Middle Schools
November 25	<i>Early Dismissal</i>
November 26, 27	Thanksgiving - No School
December 2	Parent Conferences - MS/HS - <i>Early Dismissal</i>
December 10	<i>Early Dismissal</i> - Professional Learning
December 23	<i>Early Dismissal</i>
December 24 - January 1	Holiday Recess - No School
January 7	<i>Early Dismissal</i> - Professional Learning
January 18	Martin Luther King, Jr. Day - No School
February 3	Parent Conferences - Middle Schools
February 4	<i>Early Dismissal</i> - Professional Learning
February 9	Parent Conferences - Middle Schools
February 10	Parent Conferences - High School
February 12 - 16	Winter Recess - No School
March 10	Eid al-Fitr - No School
March 18	<i>Early Dismissal</i> - Professional Learning
March 26	Good Friday - No School
April 12-16	Spring Recess - No School
April 22	<i>Early Dismissal</i> - Professional Learning
May 31	Memorial Day - No School
June 14	Last Day of School - Students

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If emergency closings extend beyond June 30, 2027, then any additional days will be taken from Spring Recess, beginning with April 12, 2027. Amity Regional High School Graduation is traditionally held on the actual last day of school for students. Total Days For Students = 181; Total Days For Teachers = 185

December 2025

Nov. Ticket Summary

Tickets addressed and closed: 293

Tickets open: 9

HS Student Help Desk

Students helped: 259

Amity Regional School District No. 5

25 Newton Road

Woodbridge, CT 06525

Phone: 203-397-4817

Fax: 203-397-4864

Amity Regional School District No. 5

Technology Department Monthly Report

Completed Projects:

- Security Awareness Training for staff has begun as of December 1
 - Monthly short training videos
 - Monthly phishing simulations
- WiFi network security certificates have been updated and installed
- Core and Edge servers have been updated to newest version of Microsoft Server (MS Server2025)

Projects in process:

- Working with vendors to assess the current status of our servers that are approaching end of warranty and expected operational life.
- Exploring options for a complete website content management system update
- Working with vendors to identify possible firewall replacement
- Working with Verizon to address cell network coverage issues in our buildings
- Continuing to replace security cameras in all schools
- Upgrade and replacement of Middle School Bell/Paging and Emergency Notification system under way in both Orange and Bethany



December 2025

CLEAN

SAFE

HEALTHY

SCHOOLS

FMX Report

For November:
90 requests opened
75 requested closed



Amity Regional School
District No. 5

25 Newton Road

Woodbridge, CT 06525

Phone: 203-397-4817

Amity Regional School District No. 5

Facilities Department Monthly Report

Completed Projects:

- The fire suppression system for the data room at ARHS was commissioned and is operational.
- A circulator pump for the chilled water loop was rebuilt by an outside contractor and installed by our in-house maintenance techs.
- A VFD for a boiler room combustion fan was replaced at ARHS by our in-house electrician.
- A water heater in Bethany was repaired by an outside contractor.

Projects in process:

- The bell and paging system upgrades for the Middle Schools are underway. Preliminary wiring and additional speakers have been installed.
- The AMSB fire pump replacement project bid opening was held on November 14th. The Board will be asked to award a contract.
- Invitations to submit qualifications/fee proposals from qualified architectural firms to study the space in order to redesign the media centers and create additional classroom space at the Middle Schools went out for bid on November 5th. Bids were received, and three firms were interviewed by the Middle School Building Committee. A recommendation has been made for the Board to review.
- The dividing wall for the classroom at AMSB is in progress and scheduled for a December 11th installation.
- The irrigation pump at ARHS was not building adequate pressure and was evaluated by an outside contractor. It was determined that it cannot be repaired, and a new pump was ordered.
- The District is working with Miller Steel Buildings to purchase two storage buildings for the Middle Schools to address storage needs.
- The replacement District pickup truck has been ordered through Blasius Chevrolet.
- The house lighting dimmer rack module in the Brady center failed last month. A new unit can be purchased from the State bid list upon the Board approving the contract.
- A circulator pump for the heat exchanger loop of the fuel cell at ARHS has failed and is on order. It will be installed by our in-house maintenance techs when it arrives.

Outstanding issues to be addressed:

The District has been collaborating with the Town of Woodbridge to address concerns regarding the fuel cell and micro-grid. A retest after the failed test in the summer was held on November 22nd, and after two attempts that morning, that test failed. UI and Fuel Cell will submit reports.

AMITY REGIONAL SCHOOL DISTRICT NO. 5

Bethany Orange Woodbridge
25 Newton Road, Woodbridge Connecticut 06525



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

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

To: Dr. Jennifer Byars, Superintendent of Schools

From: Theresa Lumas, Director of Finance and Administration

Re: Action Items Relating to the AMSB & AMSO Library Media Center Renovations

Date: December 3, 2025

The Amity Board of Education has two action items relating to the Amity Middle Schools Building Committee.

1. Four (4) architect firms submitted proposals for design and cost study of renovating the library media centers at both Amity Middle School Bethany and Amity Middle School Orange. Three (3) architect firms presented to the Amity Middle Schools Building Committee on Tuesday, December 2, 2025. The committee followed up each presentation with a series of questions for the firms. The committee reviewed reference checks and price proposals before making a recommendation for the Amity Board of Education to consider. Amity Middle Schools Building Committee voted unanimously to refer Silver Petrucelli and Associates for Board approval. The firm exhibited extensive experience of work in schools, including school library media centers, and is the lowest bidder.

Motion:

The Amity Board of Education approves the appointment of Silver Petrucelli and Associates at a base price of \$34,000 for the Amity Middle School Bethany and Amity Middle School Orange library for design and cost estimation of the media center renovation projects.

2. The Board must appoint a chairperson of the Amity Middle Schools Building Committee:

Motion:

The Amity Board of Education approves the appointment of _____ as the Amity Regional School District School Building Committee chairperson.



FIDUCIENT

Advisors

Helping Clients Prosper

Amity Region 5 Retirement Plan

3Q 2025

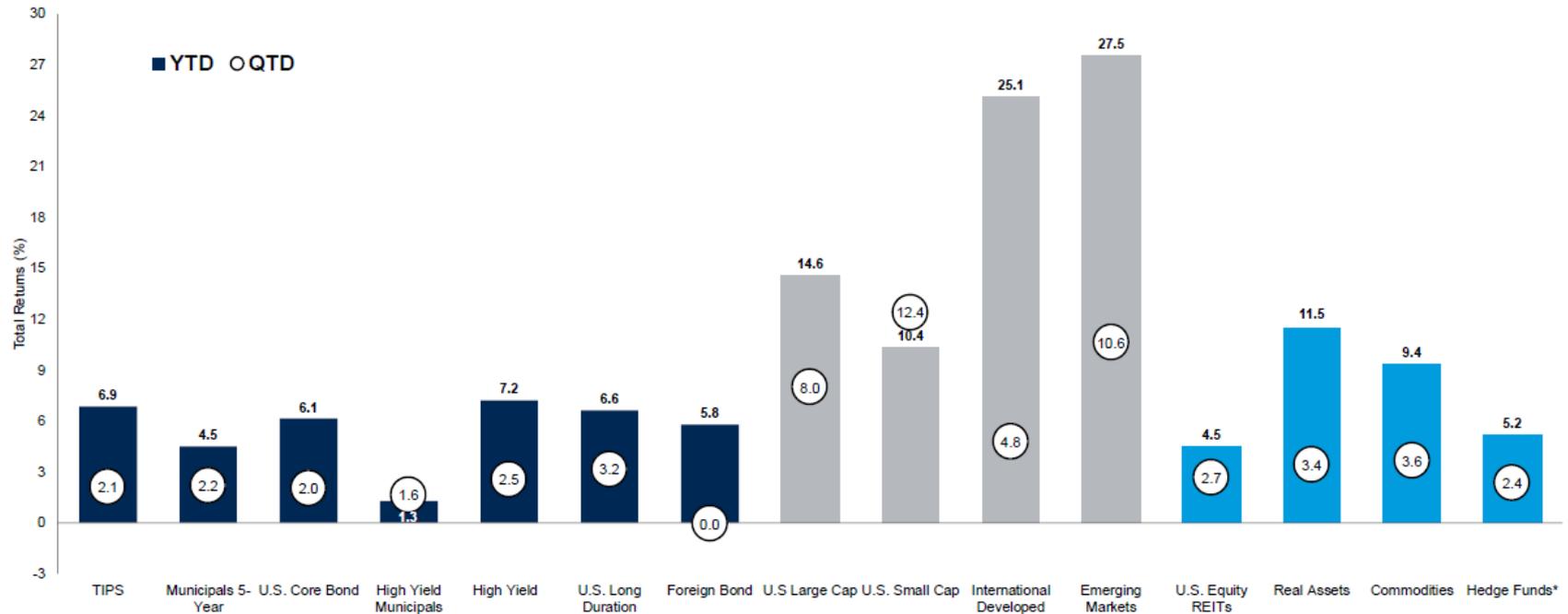


Disclosure

This report is intended for the exclusive use of clients or prospective clients (the “recipient”) of Fiducient Advisors and the information contained herein is confidential and the dissemination or distribution to any other person without the prior approval of Fiducient Advisors is strictly prohibited. Information has been obtained from sources believed to be reliable, though not independently verified. Any forecasts are hypothetical and represent future expectations and not actual return volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. The opinions and analysis expressed herein are based on Fiducient Advisor research and professional experience and are expressed as of the date of this report. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is risk of loss.



Asset Class Returns



Source: Morningstar Direct. As of September 30, 2025. *Hedge fund returns as of August 31, 2025.

Fixed Income (3Q 2025)

- + Interest rates declined in the third quarter as the FOMC cut its target rate by 25 basis points, the first reduction since December 2024. This move boosted core bond returns in a more favorable rate environment.
- + High yield bonds held firm despite stretched valuations, supported by strong demand for income, solid corporate fundamentals, and expectations of further monetary easing that tightened credit spreads.
- + TIPS posted another positive month and remain strong year-to-date, benefiting from inflation that continues to run above the Fed's 2% target.

Equity (3Q 2025)

- + U.S. equities delivered strong gains in the third quarter, supported by easier monetary policy and tariff rates that settled below initial peaks. Small caps led the charge, fueled by expectations of a September rate cut and continued policy easing.
- + International markets finished higher overall, though performance varied across regions. Emerging markets stood out with double-digit returns, driven in part by China's surge of more than 20%, supported by easing trade tensions and robust AI-related growth.

Real Asset / Alternatives (3Q 2025)

- + Falling interest rates provided a boost for REITs, yet the sector still trailed the broader equity market despite posting gains.
- + Real assets advanced during the quarter, led by resource and commodity-related equities, while inflation-linked securities such as TIPS also moved higher.
- + Commodities delivered mid-single-digit returns, powered by a sharp rally in gold and strength across other precious metals.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss. Indices cannot be invested in directly. Please refer to Material Risk disclosure for important information associated with market volatility.



Fiduciary Governance Calendar

The fiduciary governance calendar is designed to create a disciplined framework around governance, which helps ensure that over the course of a calendar year key fiduciary obligations and responsibilities are being met.



Fiduciary Lockbox®

*Liquidity analysis is provided only for portfolios with marketable alternatives and/or private equity.



Actuarial Review

Amity Regional School District Number Five Pension Plan		
	7/1/2025	7/1/2024
Actuarial Value of Assets	18,058,830	17,213,105
Total Accrued Liability	22,112,562	21,691,552
Funded Ratio	81.7%	79.4%
Actuarial Return Assumption	6.75%	6.75%



Actuarial Review

Amity Regional School District Number Five OPEB Plan		
	7/1/2025	7/1/2024
Actuarial Value of Assets	4,177,739	3,592,716
Total Accrued Liability	4,886,315	5,143,497
Funded Ratio	85.5%	69.8%
Actuarial Return Assumption	6.50%	6.50%

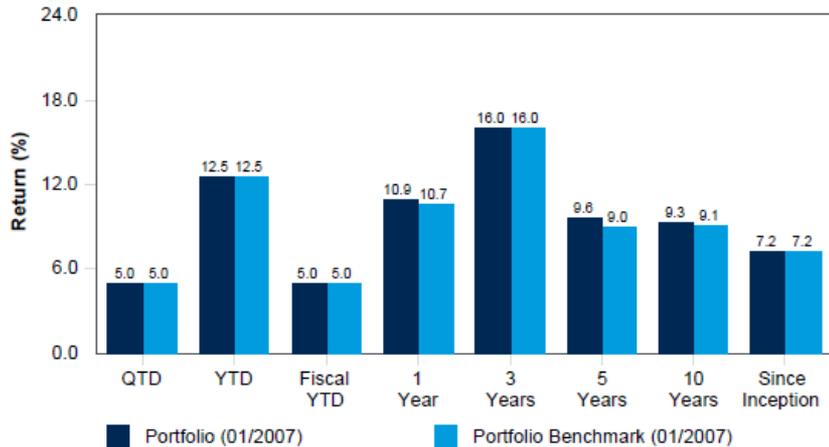


Portfolio Dashboard

Amity Pension

As of September 30, 2025

Historical Performance



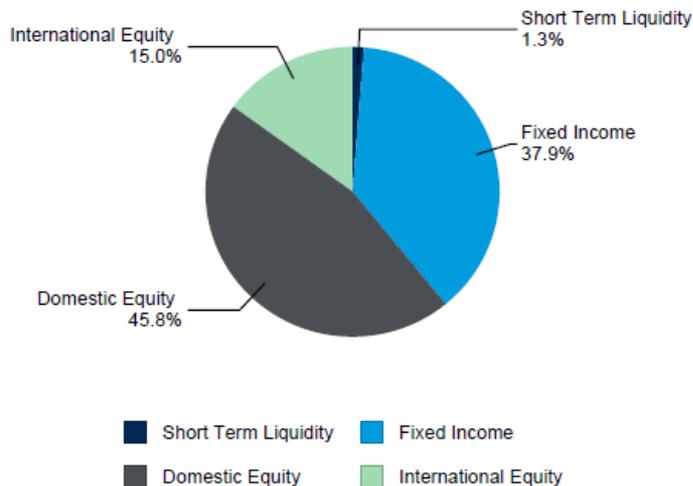
Summary of Cash Flows

	QTD	YTD	1 Year	Since Inception
Beginning Market Value	19,013,455	18,123,359	18,748,880	5,911,809
Net Contributions	-26,760	-417,894	-784,977	-1,545,230
Gain/Loss	935,188	2,216,419	1,957,980	15,555,305
Ending Market Value	19,921,884	19,921,884	19,921,884	19,921,884

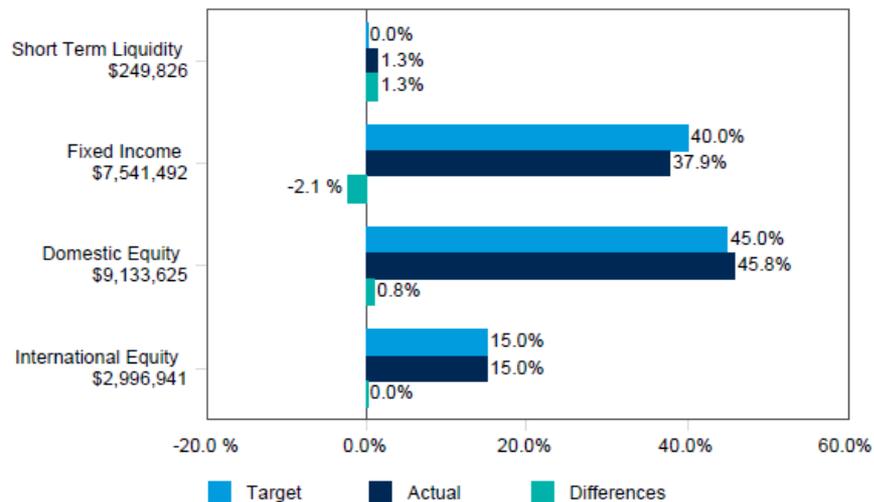
Current Benchmark Composition

From Date	To Date	Composition
04/2024	Present	40.00% Blmbg. U.S. Aggregate, 7.50% S&P 500, 11.25% CRSP U.S. Large Cap Value Index, 11.25% CRSP U.S. Large Cap Growth Index, 9.00% CRSP U.S. Mid Cap Index, 6.00% CRSP U.S. Small Cap Index, 15.00% FTSE Developed ex US Spliced Index

Portfolio Allocation



Actual vs. Target Allocations





Asset Allocation

Amity Pension

As of September 30, 2025

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Amity Pension	19,921,884	100.0	100.0	0.0
Short Term Liquidity	249,826	1.3	0.0	1.3
All Spring Govt Money Market Fund I	249,826	1.3	0.0	1.3
Fixed Income	7,541,492	37.9	40.0	-2.1
Vanguard Total Bond Market Index Adm	5,963,149	29.9	32.0	-2.1
BlackRock Strategic Income Opportunities K	1,578,343	7.9	8.0	-0.1
Domestic Equity	9,133,625	45.8	45.0	0.8
Vanguard 500 Index Adm	1,555,923	7.8	7.5	0.3
Vanguard Value Index Adm	2,257,652	11.3	11.3	0.1
Vanguard Growth Index Adm	2,343,096	11.8	11.3	0.5
Vanguard Mid-Cap Index Adm	1,796,457	9.0	9.0	0.0
Vanguard Small-Cap Index Adm	1,180,496	5.9	6.0	-0.1
International Equity	2,996,941	15.0	15.0	0.0
Vanguard Developed Markets Adm	2,996,941	15.0	15.0	0.0

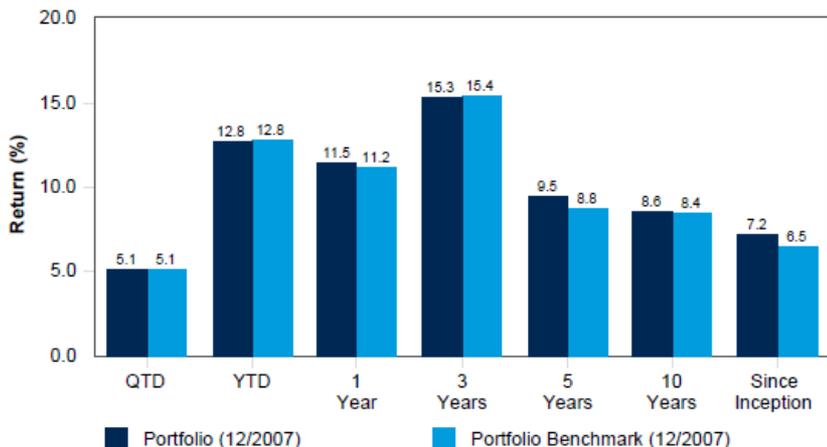


Portfolio Dashboard

Amity OPEB

As of September 30, 2025

Historical Performance



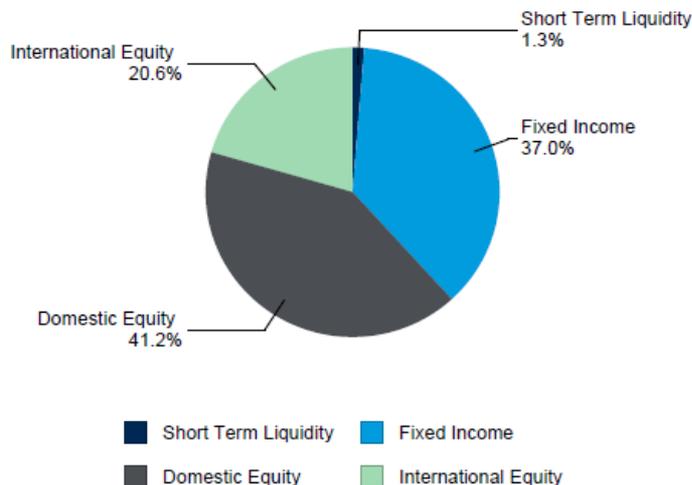
Summary of Cash Flows

	QTD	YTD	1 Year	Since Inception
Beginning Market Value	4,398,810	3,903,975	3,947,871	507,703
Net Contributions	-107,284	108,775	110,092	1,165,947
Gain/Loss	219,247	498,024	452,811	2,837,123
Ending Market Value	4,510,773	4,510,773	4,510,773	4,510,773

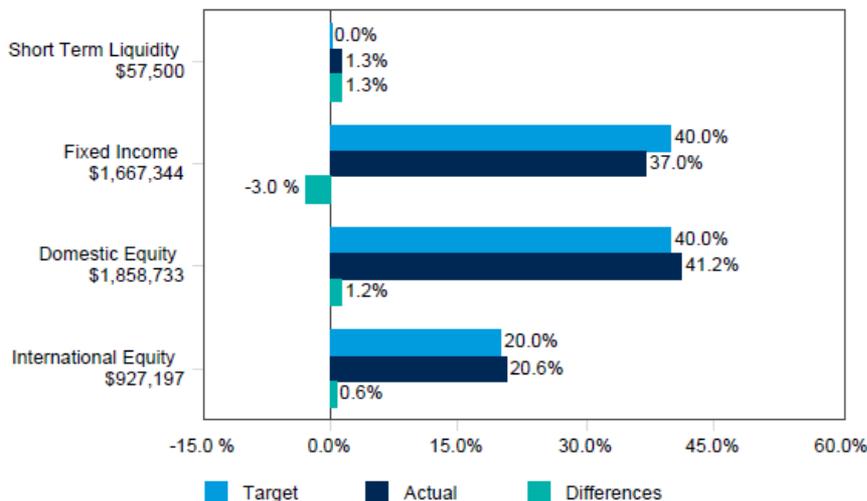
Current Benchmark Composition

From Date	To Date	Composition
06/2023	Present	15.00% Blmbg. U.S. TIPS 0-5 Year, 25.00% Blmbg. U.S. Aggregate, 30.00% S&P 500, 10.00% CRSP U.S. Small Cap Index, 20.00% FTSE Developed ex US Spliced Index

Portfolio Allocation



Actual vs. Target Allocations



Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees.



Asset Allocation

Amity OPEB

As of September 30, 2025

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Amity OPEB	4,510,773	100.0	100.0	0.0
Short Term Liquidity	57,500	1.3	0.0	1.3
All Spring Govt Money Market Fund I	57,500	1.3	0.0	1.3
Fixed Income	1,667,344	37.0	40.0	-3.0
Vanguard Short Term Inflation Protection Adm	628,949	13.9	15.0	-1.1
Vanguard Total Bond Market Index Adm	635,947	14.1	15.0	-0.9
BlackRock Strategic Income Opportunities K	402,449	8.9	10.0	-1.1
Domestic Equity	1,858,733	41.2	40.0	1.2
Vanguard 500 Index Adm	1,391,470	30.8	30.0	0.8
Vanguard Small-Cap Index Adm	467,263	10.4	10.0	0.4
International Equity	927,197	20.6	20.0	0.6
Vanguard Developed Markets Index Fund Adm	927,197	20.6	20.0	0.6

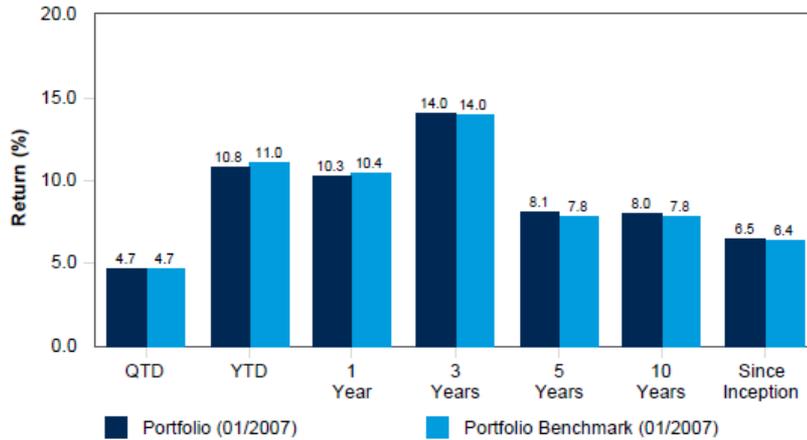


Portfolio Dashboard

Amity Sick & Severence

As of September 30, 2025

Historical Performance



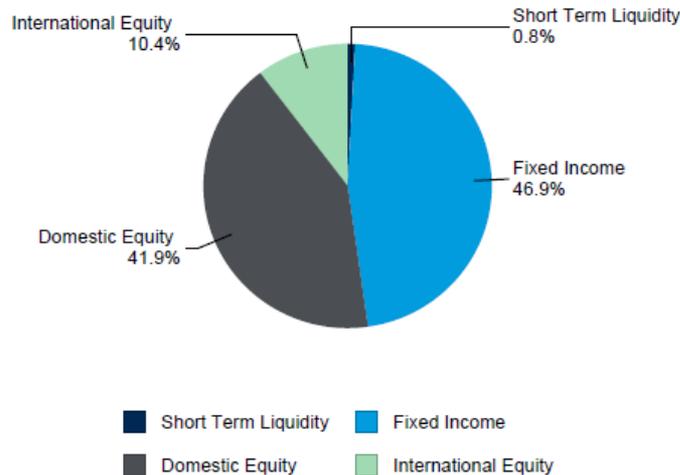
Summary of Cash Flows

	QTD	YTD	1 Year	Since Inception
Beginning Market Value	436,531	457,378	459,966	897,135
Net Contributions	-6,467	-51,936	-52,411	-1,231,645
Gain/Loss	20,170	44,792	42,679	784,745
Ending Market Value	450,234	450,234	450,234	450,234

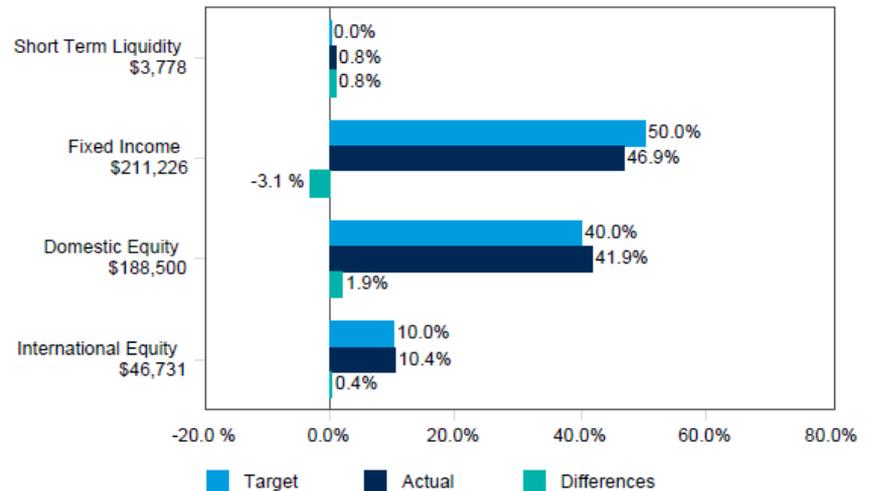
Current Benchmark Composition

From Date	To Date	Composition
03/2014	Present	5.00% Blmbg. U.S. TIPS, 22.50% Blmbg. 1-3 Govt, 22.50% Blmbg. U.S. Aggregate, 40.00% CRSP U.S. Total Market Index, 10.00% FTSE Developed ex US Spliced Index

Portfolio Allocation



Actual vs. Target Allocations





Asset Allocation

Amity Sick & Severence

As of September 30, 2025

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Amity Sick & Severence	450,234	100.0	100.0	0.0
Short Term Liquidity	3,778	0.8	0.0	0.8
All Spring Govt Money Market Fund I	3,778	0.8	0.0	0.8
Fixed Income	211,226	46.9	50.0	-3.1
Vanguard Short Term Inflation Protection Adm	21,263	4.7	5.0	-0.3
Vanguard Short-Term Treasury Index Fund Adm	94,056	20.9	22.5	-1.6
Vanguard Total Bond Market Index Adm	95,907	21.3	22.5	-1.2
Domestic Equity	188,500	41.9	40.0	1.9
Vanguard Total Stock Market Index Adm	188,500	41.9	40.0	1.9
International Equity	46,731	10.4	10.0	0.4
Vanguard Developed Markets Adm	46,731	10.4	10.0	0.4

Definitions & Disclosures

Please note: Due to rounding methodologies of various data providers, certain returns in this report might differ slightly when compared to other sources

REGULATORY DISCLOSURES

Offer of ADV Part 2A: Rule 204-3 under the Investment Advisers Act of 1940 requires that we make an annual offer to clients to send them, without charge, a written disclosure statement meeting the requirements of such rule. We will be glad to send a copy of our ADV Part 2A to you upon your written request to compliance@fiducient.com.

INDEX DEFINITIONS

- Citigroup 3 Month T-Bill measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- Ryan 3 Yr. GIC is an arithmetic mean of market rates of \$1 million Guaranteed Interest Contracts held for three years.
- Bloomberg Treasury U.S. T-Bills-1-3 Month Index includes aged U.S. Treasury bills, notes and bonds with a remaining maturity from 1 up to (but not including) 3 months. It excludes zero coupon strips.
- Bloomberg Capital US Treasury Inflation Protected Securities Index consists of Inflation-Protection securities issued by the U.S. Treasury.
- Bloomberg Muni Index is a rules-based, market-value-weighted index engineered for the long-term tax-exempt bond market. Bonds must be rated investment-grade by at least two ratings agencies.
- Bloomberg Muni 1 Year Index is the 1-year (1-2) component of the Municipal Bond index.
- Bloomberg Muni 3 Year Index is the 3-year (2-4) component of the Municipal Bond index.
- Bloomberg Muni 5 Year Index is the 5-year (4-6) component of the Municipal Bond index.
- Bloomberg Muni 7 Year Index is the 7-year (6-8) component of the Municipal Bond index.
- Bloomberg Intermediate U.S. Gov't/Credit is the Intermediate component of the U.S. Government/Credit index, which includes securities in the Government and Credit Indices. The Government Index includes treasuries and agencies, while the credit index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.
- Bloomberg U.S. Aggregate Index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- Bloomberg Global Aggregate ex. USD Indices represent a broad-based measure of the global investment-grade fixed income markets. The two major components of this index are the Pan-European Aggregate and the Asian-Pacific Aggregate Indices. The index also includes Eurodollar and Euro-Yen corporate bonds and Canadian government, agency and corporate securities.
- Bloomberg U.S. Corporate High Yield Index covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- JP Morgan Government Bond Index-Emerging Market (GBI-EM) Index is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- The S&P 500 is a capitalization-weighted index of 500 stocks designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- The Dow Jones Industrial Index is a price-weighted average of 30 blue-chip stocks that are generally the leaders in their industry.
- The NASDAQ is a broad-based capitalization-weighted index of stocks in all three NASDAQ tiers: Global Select, Global Market and Capital Market.
- Russell 3000 is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- Russell 1000 consists of the largest 1000 companies in the Russell 3000 Index.
- Russell 1000 Growth measures the performance of those Russell 1000 companies with higher P/B ratios and higher forecasted growth values.
- Russell 1000 Value measures the performance of those Russell 1000 companies with lower P/B ratios and lower forecasted growth values.
- Russell Mid Cap measures the performance of the 800 smallest companies in the Russell 1000 Index.
- Russell Mid Cap Growth measures the performance of those Russell Mid Cap companies with higher P/B ratios and higher forecasted growth values.
- Russell Mid Cap Value measures the performance of those Russell Mid Cap companies with lower P/B ratios and lower forecasted growth values.
- Russell 2000 consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- Russell 2000 Growth measures the performance of the Russell 2000 companies with higher P/B ratios and higher forecasted growth values.
- Russell 2000 Value measures the performance of those Russell 2000 companies with lower P/B ratios and lower forecasted growth values.
- Russell 2500 consists of the 2,500 smallest U.S. companies in the Russell 3000 index.
- Russell 2500 Growth measures the performance of the Russell 2500 companies with higher P/B ratios and higher forecasted growth values.
- Russell 2500 Value measures the performance of those Russell 2500 companies with lower P/B ratios and lower forecasted growth values.
- MSCI World captures large and mid-cap representation across 23 Developed Markets countries. With 1,645 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- MSCI ACWI (All Country World Index) ex. U.S. Index captures large and mid-cap representation across 22 of 23 Developed Markets countries (excluding the United States) and 23 Emerging Markets countries. With 1,859 constituents, the index covers approximately 85% of the global equity opportunity set outside the US.
- MSCI ACWI (All Country World Index) ex. U.S. Small Cap Index captures small cap representation across 22 of 23 Developed Markets countries (excluding the US) and 23 Emerging Markets countries. With 4,368 constituents, the index covers approximately 14% of the global equity opportunity set outside the US.
- MSCI EAFE is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. With 930 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.

- MSCI EAFE Value captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- MSCI EAFE Growth captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- MSCI Emerging Markets captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- Consumer Price Index is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- FTSE NAREIT Equity REITs Index contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- S&P Developed World Property defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- S&P Developed World Property x U.S. defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- Fund Specific Broad Real Asset Benchmarks:
 - DWS Real Assets: 30%: Dow Jones Brookfield Infrastructure Index, 30%: FTSE EPRA/NAREIT Developed Index, 15%: Bloomberg Commodity Index, 15%: S&P Global Natural Resources Index, 10%: U.S. Treasury Inflation Notes Total Return Index
 - PIMCO Inflation Response Multi Asset Fund: 45% Bloomberg U.S. TIPS, 20% Bloomberg Commodity Index, 15% JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
 - Principal Diversified Real Assets: 35% BBgBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
 - Wellington Diversified Inflation H: 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Bloomberg US TIPS 1 – 10 Year Index
- Bloomberg Commodity Index is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- HFRI Fund Weighted Composite Index is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- The Alerian MLP Index is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- The Adjusted Alerian MLP Index is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- Cambridge Associates U.S. Private Equity Index is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- Cambridge Associates U.S. Venture Capital Index is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- Vanguard Spliced Bloomberg US1-5Yr Gov/Cr Flt Adj Index: Bloomberg U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- Vanguard Spliced Bloomberg US5-10Yr Gov/Cr Flt Adj Index: Bloomberg U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- Vanguard Spliced Bloomberg US Agg Flt Adj Index: Bloomberg U.S. Aggregate Bond Index through December 31, 2009; Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- Vanguard Spliced Bloomberg US Long Gov/Cr Flt Adj Index: Bloomberg U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. Long Government/Credit Float Adjusted Index thereafter.
- Vanguard Balanced Composite Index: Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- Vanguard Spliced Intermediate-Term Tax-Exempt Index: Bloomberg 1–15 Year Municipal Bond Index.
- Vanguard Spliced Extended Market Index: Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- Vanguard Spliced Value Index: S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- Vanguard Spliced Large Cap Index: Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- Vanguard Spliced Growth Index: S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- Vanguard Spliced Mid Cap Value Index: MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- Vanguard Spliced Mid Cap Index: S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- Vanguard Spliced Mid Cap Growth Index: MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- Vanguard Spliced Total Stock Market Index: Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- Vanguard Spliced Small Cap Value Index: SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.

- Vanguard Spliced Small Cap Index: Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- Vanguard Spliced Small Cap Growth Index: S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- Vanguard Spliced Total International Stock Index: Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- Vanguard Spliced Developed Markets Index: MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- Vanguard Spliced Emerging Markets Index: Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- Vanguard REIT Spliced Index: MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

- Equity sector returns are calculated by Russell and MSCI for domestic and international markets, respectively. MSCI sector definitions correspond to the MSCI GICS® classification (Global Industry Classification System); Russell uses its own sector and industry classifications.
- MSCI country returns are calculated by MSCI and are free float-adjusted market capitalization indices that are designed to measure equity market performance in each specific country.
- Currency returns are calculated using Bloomberg's historical spot rate indices and are calculated using the U.S. dollar as the base currency.
- The Index of Leading Economic Indicators, calculated by The Conference Board, is used as a barometer of economic activity over a range of three to six months. The index is used to determine the direction and stability of the economy. The composite index of leading indicators, which is derived from 10 leading indicators, helps to signal turning points in the economy and forecast economic cycles. The leading indicators are the following: average weekly hours, average weekly initial claims, manufacturers' new orders, both consumer and non-defense capital goods, vendor performance, building permits, stock prices, money supply (M2), the interest rate spread and the index of consumer expectations.
- S&P Target Date Indexes are constructed using a survey method of current target date investments with \$100 million or more in assets under management. Allocations for each vintage are comprised of exchange-traded funds that represent respective asset classes used in target date portfolios. The indexes are designed to represent a market consensus glide path.

DEFINITION OF KEY STATISTICS AND TERMS

- Returns: A percentage figure used when reporting historical average compounded rate of investment return. All returns are annualized if the period for which they are calculated exceeds one year.
- Universe Comparison: The universe compares the fund's returns to a group of other investment portfolios with similar investment strategies. The returns for the fund, the index and the universe percentiles are displayed. A percentile ranking of 1 is the best, while a percentile ranking of 100 is the worst. For example, a ranking of 50 indicates the fund outperformed half of the universe. A ranking of 25 indicates the fund was in the top 25% of the universe, outperforming 75%.
- Returns In Up/Down Markets: This measures how the fund performed in both up and down markets. The methodology is to segregate the performance for each time period into the quarters in which the market, as defined by the index, was positive and negative. Quarters with negative index returns are treated as down markets, and quarters with positive index returns are treated as up markets. Thus, in a 3 year or 12 quarter period, there might be 4 down quarters and 8 up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the down quarters. The up market capture ratio is the ratio of the fund's return in up markets to the index. The down market capture ratio is the ratio of the fund's return in down markets to the index. Ideally, the fund would have a greater up market capture ratio than down market capture ratio.
- Standard Deviation: Standard deviation is a statistical measure of the range of performance within which the total returns of a fund fall. When a fund has a high standard deviation, the range of performance is very wide, meaning there is a greater volatility. Approximately 68% of the time, the total return of any given fund will differ from the average total return by no more than plus or minus the standard deviation figure. Ninety-five percent of the time, a fund's total return will be within a range of plus or minus two times the standard deviation from the average total return. If the quarterly or monthly returns are all the same the standard deviation will be zero. The more they vary from one another, the higher the standard deviation. Standard deviation can be misleading as a risk indicator for funds with high total returns because large positive deviations will increase the standard deviation without a corresponding increase in the risk of the fund. While positive volatility is welcome, negative is not.
- R-Squared: This reflects the percentage of a fund's movements that are explained by movements in its benchmark index. An R-squared of 100 means that all movements of a fund are completely explained by movements in the index. Conversely, a low R-squared indicates very few of the fund's movements are explained by movements in the benchmark index. R-squared can also be used to ascertain the significance of a particular beta. Generally, a higher R-squared will indicate a more reliable beta figure. If the R-squared is lower, then the beta is less relevant to the fund's performance. A measure of diversification, R-squared indicates the extent to which fluctuations in portfolio returns are explained by market. An R-squared = 0.70 implies that 70% of the fluctuation in a portfolio's return is explained by the fluctuation in the market. In this instance, overweighting or underweighting of industry groups or individual securities is responsible for 30% of the fund's movement.
- Beta: This is a measure of a fund's market risk. The beta of the market is 1.00. Accordingly, a fund with a 1.10 beta is expected to perform 10% better than the market in up markets and 10% worse than the market in down markets. It is important to note, however, a low fund beta does not imply the fund has a low level of volatility; rather, a low beta means only that the fund's market-related risk is low. Because beta analyzes the market risk of a fund by showing how responsive the fund is to the market, its usefulness depends on the degree to which the markets determine the fund's total risk (indicated by R-squared).
- Alpha: The Alpha is the nonsystematic return, or the return that can't be attributed to the market. It can be thought of as how the manager performed if the market's return was zero. A positive alpha implies the manager added value to the return of the portfolio over that of the market. A negative alpha implies the manager did not contribute any value over the performance of the market.
- Sharpe Ratio: The Sharpe ratio is the excess return per unit of total risk as measured by standard deviation. Higher numbers are better, indicating more return for the level of risk experienced. The ratio is a fund's return minus the risk-free rate of return (30-day T-Bill rate) divided by the fund's standard deviation. The higher the Sharpe ratio, the more reward you are receiving per unit of total risk. This measure can be used to rank the performance of mutual funds or other portfolios.
- Treynor Ratio: The Treynor ratio measures returns earned in excess of that which could have been earned on a riskless investment per each unit of market risk. The ratio relates excess return over the risk-free rate to the additional risk taken; however, systematic risk is used instead of total risk. The Treynor ratio is similar to the Sharpe ratio, except in the fact that it uses the beta to evaluate the returns rather than the standard deviation of portfolio returns. High values mean better return for risk taken.

- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between the manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's annual return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividing it by the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g., over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

DEFINITION OF KEY PRIVATE EQUITY TERMS

- **PIC (Paid in Capital):** The amount of committed capital that has been transferred from the limited partner to the general partner.
- **TVPI (Total Value to Paid in Capital):** Money returned to limited partners plus the fund's unrealized investments, divided by money paid-in to the partnership. The TVPI should equal RVPI plus DPI.
- **DPI (Distribution to Paid In Capital):** Money returned (distributions) to limited partners divided by money paid in to the partnership. Also called cash-on-cash multiple.
- **RVPI (Residual Value to Paid In Capital):** The value of a fund's unrealized investments divided by money paid-in to the partnership.
- **Internal rate of return (IRR):** This is the most appropriate performance benchmark for private equity investments. It is a time-weighted return expressed as a percentage. IRR uses the present sum of cash drawdowns (money invested), the present value of distributions (money returned from investments) and the current value of unrealized investments and applies a discount.
- **Commitment:** Every investor in a private equity fund commits to investing a specified sum of money in the fund partnership over a specified period of time. The fund records this as the limited partnership's capital commitment. The sum of capital commitments is equal to the size of the fund.
- **Capital Distribution:** These are the returns that an investor in a private equity fund receives. It is the income and capital realized from investments less expenses and liabilities. Once a limited partner has had their cost of investment returned, further distributions are actual profit. The partnership agreement determines the timing of distributions to the limited partner. It will also determine how profits are divided among the limited partners and general partner.
- **Carried Interest:** The share of profits that the fund manager is due once it has returned the cost of investment to investors. Carried interest is normally expressed as a percentage of the total profits of the fund.
- **Co-Investment:** Co-Investments are minority investments made alongside a private equity investor in an LBO, a recapitalization, or an expansion capital transaction. It is a passive, non-controlling investment, as the private equity firm involved will typically exercise control and perform monitoring functions.
- **General Partner (GP):** This can refer to the top-ranking partners at a private equity firm as well as the firm managing the private equity fund.
- **GP Commitments:** It is normal practice for the GP managing a private equity fund to also make a financial commitment to the fund on the same basis as the LPs in the fund, and this is seen as an important factor driving the alignment of GP and LP interests. The historic benchmark for GP commitments has been 1% of the total fund size, but this is by no means universal, and many GPs commit significantly larger amounts. Furthermore, there has been a marked trend towards GPs making larger commitments to their funds over recent years.
- **Leveraged Buy-Out (LBO):** The acquisition of a company using debt and equity finance.
- **Limited Partner (LP):** Institutions or high-net-worth individuals/sophisticated investors that contribute capital to a private equity fund.
- **Public Market Equivalent (PME):** Performance measure used to evaluate performance relative to the market. It is calculated as the ratio of the discounted value of the LP's inflows divided by the discounted value of outflows, with the discounting performed using realized market returns.
- **Primaries:** An original investment vehicle that invests directly into a company or asset.

VALUATION POLICY

Fiducient Advisors does not engage an independent third-party pricing service to value securities. Our reports are generated using the security prices provided by custodians used by our clients. Our custodial pricing hierarchy is available upon request. If a client holds a security not reported by the first custodian within the hierarchy, the valuation is generated from the next custodian within the hierarchy, and so forth. Each custodian uses pricing services from outside vendors, where the vendors may generate nominally different prices. Therefore, this report can reflect minor valuation differences from those contained in a custodian's report. In rare instances where FA overrides a custodial price, prices are taken from Bloomberg.

REPORTING POLICY

This report is intended for the exclusive use of the client listed within the report. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecast represents median expectations and actual returns, volatilities and correlations will differ from forecasts. Please note each client has customized investment objectives and constraints and the investment strategy for each portfolio is based on a client-specific asset allocation model. Past performance does not indicate future performance and there is a possibility of a loss. Performance calculated net of investment fees. Certain portfolios presented may be gross of Fiducient Advisors' fees and actual performance would be reduced by investment advisory fees. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney, and accountant, as appropriate, regarding specific advice.

Custodian reports are the reports that govern the account. There will be different account values between Fiduciant Advisors' reports and the custodian reports based on whether the report utilizes trade date or settlement date to calculate value. Additionally, difference between values contained on reports may be caused by different accrued income values. Any forecasts represent future expectations and actual returns, volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney, and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is a possibility of a loss.

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Unless specified otherwise, all returns are net of individual manager fees, represent total returns and are annualized for periods greater than one year. The deduction of fees produces a compounding effect that reduces the total rate of return over time. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by Fiduciant Advisors are described in Part 2 of the Form ADV.

MATERIAL RISKS & LIMITATIONS

Fixed Income securities are subject to interest rate risks, the risk of default and liquidity risk. U.S. investors exposed to non-U.S. fixed income may also be subject to currency risk and fluctuations.
-Liability Driven Investing (LDI) Assets

Cash may be subject to the loss of principal and over longer period of time may lose purchasing power due to inflation.
-Short Term Liquidity

Domestic Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry factors, or other macro events. These may happen quickly and unpredictably.

International Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry impacts, or other macro events. These may happen quickly and unpredictably. International equity allocations may also be impact by currency and/or country specific risks which may result in lower liquidity in some markets.

Real Assets can be volatile and may include asset segments that may have greater volatility than investment in traditional equity securities. Such volatility could be influenced by a myriad of factors including, but not limited to overall market volatility, changes in interest rates, political and regulatory developments, or other exogenous events like weather or natural disaster.

Private Equity involves higher risk and is suitable only for sophisticated investors. Along with traditional equity market risks, private equity investments are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility and/or the potential loss of capital.

Private Credit involves higher risk and is suitable only for sophisticated investors. These assets are subject to interest rate risks, the risk of default and limited liquidity. U.S. investors exposed to non-U.S. private credit may also be subject to currency risk and fluctuations.

Private Real Estate involves higher risk and is suitable only for sophisticated investors. Real estate assets can be volatile and may include unique risks to the asset class like leverage and/or industry, sector or geographical concentration. Declines in real estate value may take place for a number of reasons including, but are not limited to economic conditions, change in condition of the underlying property or defaults by the borrower.

Marketable Alternatives involves higher risk and is suitable only for sophisticated investors. Along with traditional market risks, marketable alternatives are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility or the potential for loss of capital. Additionally, short selling involved certain risks including, but not limited to additional costs, and the potential for unlimited loss on certain short sale positions.

OTHER

By regulation, closed-end funds utilizing debt for leverage must report their interest expense, as well as their income tax expense, as part of their total expense ratio. To make for a useful comparison between closed-end funds and both open-end funds and exchange-traded funds, adjusted expense ratios excluding interest and income tax expenses are utilized for closed-end funds within this report. See disclosure on closed-end fund fact sheets for information regarding the total expense ratio of each closed-end fund.

Please advise us of any changes in your objectives or circumstances.

CUSTODIAN STATEMENTS

Please remember to review the periodic statements you receive from you custodian. If you do not receive periodic statements from your custodian or notice issues with the activity reported in those statements, please contact FA or your custodian immediately.

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



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

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

To: Dr. Jennifer Byars, Superintendent of Schools

From: Theresa Lumas, Director of Finance and Administration

Re: Award of Contract of \$35,000 or More

Date: December 1, 2025

FACILITIES:

1. Brady Center Lighting Controls:

The module that controls the house lighting dimmer rack in the Brady Center failed on November 4th. There were no lights that could be turned on in the Brady center. The control module is approximately 30 years old. It was repaired as much as possible this past spring. However, there are no parts available for replacement. A technician brought a loaner module to temporarily operate the lights in the Brady Center. The technician also took our module back to attempt a more stable repair. The system is antiquated working on Windows 2000 and a floppy disk setup for programming. There are no upgrades available for the current system. A new house light rack and control stations will need to be ordered and installed to utilize the Brady Center with any certainty of having functioning lights. The Brady Center is used for daily school activities as well as upcoming performances in the music and drama departments. The long-range plan for the Brady Center includes transitioning to LED lights. The lighting rack and control stations that we will look to purchase will be compatible with the long-range plan of LED lights in mind.

Mr. Martoni found a contractor, Mercury Electric, LLC on the State bid portal and the project is quoted at \$45,861. Once the purchase order is issued, the project should be completed in January 2026. There is a balance of \$47,104 available in the Capital Nonrecurring for lighting projects. We plan to utilize these funds to cover the cost of fixing the lights in the Brady Center.

Motion:

Amity Finance Committee:
Recommend the Amity Board of Education...

Amity Board of Education

Award the contract to Mercury Electric, LLC, a State Bid Portal Contract, for the lighting module control and dimmer rack for the Brady Center for \$45,861.

2. Amity Middle School Bethany – Fire Pump Replacement

The Amity Middle School fire pump is housed in an underground vault. The system is corroded due to the age and wet conditions of the housing. The District contracted with vanZelms Engineering to design the bid specifications for replacing the pump. Four vendors requested and were granted access to the site to review the current design.

Two vendors submitted proposals, Southport Contracting, Inc and Encore Fire Protection. Southport Contractors bid \$99,900 for the project and Encore bid \$148,250. The following criteria were used to evaluate the proposals.

- Understanding of the bid process
- Inquiry and preparedness for the walkthrough of the site
- Thoroughness of the bid response
- References
- Size of the workforce

Mr. Martoni is recommending Encore Fire Protection be awarded the contract to replace the fire pump at AMSB.

Motion:

Amity Finance Committee:
Recommend the Amity Board of Education...

Amity Board of Education

Award the contract to Encore Fire Protection for the replacement of the fire pump in the AMSB well vault for \$148,250.

FINANCE:

The Amity Regional School District No. 5 and Xerox Corporation entered into a 60-month lease agreement in April 2021, utilizing the CREC/PEPPM Bid Contract Award to procure its current copier fleet. The CREC/PEPPM Bid Contract Award continues to be available to all school districts in the State of Connecticut and the Xerox proposal was developed using the pricing from that award. The pricing on the proposal expires on December 31, 2025. This would meet the Board’s purchasing policy.

The current lease plan is for 29 Xerox copiers and supplies for 7 district owned and networked printers. The copier units are on a pool plan. The current cost for all 29 Xerox copiers is \$171,783 per year. District staff have been working with Xerox representatives to re-evaluate our usage data and current printing structure now that we been a 1:1 device district for 5 years. A team of District employees including building administrators walked the buildings to confirm current equipment and

locations. This mapping was the basis for reviewing the proposed changes in copiers, copier functionality, and/or locations. The proposed mapping was shared with school administrators in November.

To further lower costs, the District is reducing its monthly pool of copies allowance by 25,000; reducing the direct dial lines for faxes by 2 and switching to a new fax method, saving \$40.00 per line.

The proposed lease plan is for 24 new Xerox copiers and supplies for 7 district owned and networked printers. The annual cost of the proposed structure is \$147,888 per year/ This would be a five-year lease. This is a savings of \$23,895 per year over our current lease plus another \$4,505 on phone services by removing dedicated fax lines. Excess prints over the pooled allotment would be charged quarterly.

The installation of the new Xerox equipment would begin once school dismisses for holiday recess. The implementation includes Xerox picking up all the existing Xerox equipment and any printers we wish to discard. This is a budgeted item and will result in savings in the current year and in the proposed budget.

I recommend the Amity Finance Committee and the Amity Board of Education authorized the Director of Finance to sign the new lease agreement.

Amity Finance Committee:

Move to recommend the Amity Board of Education...

Amity Board of Education:

Move to...

authorize the Director of Finance to sign the Xerox contract for copiers, faxing capabilities, and the laser printer management program for the monthly charge of \$12,324 for the period of December 31, 2025 through December 31, 2030.

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



TO: Dr. Jennifer Byars, Superintendent of Schools
 FROM: Theresa Lumas, Director of Finance & Administration
 DATE: December 2, 2025
 RE: 2026-2027 Budget Update

The initial budget requests from staff and department leaders came in at an increase of 2.97% or \$1,725,588 over the current year’s budget. The budget workshop with the administrative team in November provided an opportunity to review the requests from each department and hear the rationale for the requests. Follow-up meetings with each department took place this week. Another internal budget workshop is planned for this month. Revisions are made by assessing priorities and needs. The goal is to reduce the budget request while complying with unfunded mandates and maintain an excellent educational system.

The driving factors in the initial requests are salaries, technology, staffing requests, benefits, and inflation for standard purchases. Contractual salaries increase on average 3.87%. Staffing requests are for staff to provide support to restructure the middle school schedule allowing more choices for students, an instructional coach to support teachers in the STEM curriculum, a special education teacher needed for increased enrollment, and a part-time athletic trainer to cover athletic events. Technology requests included labs for tech ed at the middle school and music/video production at the high school, replacing smart boards and projectors according to schedule, and holding \$50,000 aside for infrastructure failures. Benefit costs increase by 6.91%. Debt Service has decreased \$1,061,046 as we pay down existing debt and utilize the educational expenditure fund for large projects.

The group workshop and meetings resulted in \$440,099 of reductions, which lowered the budget presented on November 24, 2025, down to a 2.21% increase. The proposed cuts are in the following categories:

Proposed Reductions by Category	
Benefits	\$ 10,000
Certified Salaries	\$ 5,890
Conference and Travel	\$ 150
Dues & Fees	\$ 300
Equipment - Replacement	\$ 37,225
Equipment-Tech-Replacement	\$ 44,500
Improvements-Bldgs	\$ 250,000
Improvements-Sites	\$ 45,000
Instructional Supplies	\$ 5,820
Other Purchased Serv	\$ 5,340
Other Supplies	\$ 15,072
Repair & Maintenance	\$ 23,000
Student Transportation	\$ 1,734
Technology	\$ (8,900)
Textbooks	\$ 4,968
Total	\$ 440,099

Below is an illustration of the town allocations for several scenarios. There is a current net decrease in Average Daily Membership (ADM) of 14 students. Total enrollment decreased by 7 students compared to the anticipated increase of 10 students. This ADM is used to determine the member town allocations for the 2026-2027 budget. If there were no changes in the budget, the Towns of Woodbridge and Bethany will have increases in their share of the budget, while the Town of Orange will have a decrease in their allocation.

Average Daily Membership				
	Bethany	Orange	Woodbridge	Total
October 2025	351	1,024	764	2,139
October 2024	347	1,043	763	2,153
Net Change	4	(19)	1	(14)
Fiscal Year 2026-2027	16.410%	47.873%	35.717%	100.000%
Fiscal Year 2025-2026	16.117%	48.444%	35.439%	100.000%
Net Change	0.293%	-0.571%	0.278%	
Change in Member Town Allocations with a 0% Budget Increase for 2026-2027				
	Bethany	Orange	Woodbridge	Total
Enrollment Shift	\$ 166,529	\$ (324,533)	\$ 158,004	\$ (0.00)

Second is the impact of changes in other revenues at a zero percent increase. This reflects higher excess cost reimbursements (generated from higher special education costs), including the Open Choice grant and crediting the unspent funds from prior years.

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

Member Town	Enrollment Shift	Higher Revenues	Prior Years Credit	Total Allocation Change At 0%
Bethany	\$166,529	(\$54,906)	(\$ 147,479)	(\$ 35,856)
Orange	(\$324,533)	(\$160,177)	(\$ 446,061)	(\$ 930,771)
Woodbridge	\$158,004	(\$119,504)	(\$ 305,064)	(\$ 266,564)
Totals	\$0	(\$334,587)	(\$ 898,604)	(\$1,233,191)

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

MEMBER TOWN ALLOCATIONS
With a 2.21 Percent Budget Increase, Enrollment Shift, and Revenue Changes

Member Town	Enrollment Shift at 0%	Higher Revenues	Prior Years Credit	Higher Operating Expenditures	Variance Dollar To Budget	Variance Percent To Budget
Bethany	\$166,529	(\$54,906)	(\$ 147,479)	\$210,949	\$ 175,093	1.91%
Orange	(\$324,533)	(\$160,177)	(\$ 446,061)	\$615,402	(\$ 315,369)	(1.15%)
Woodbridge	\$158,004	(\$119,504)	(\$ 305,064)	\$459,138	\$ 192,574	0.96%
Totals	\$0	(\$334,587)	(\$ 898,604)	\$1,285,489	\$ 52,298	0.09%

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

- January 12, 2026 - AFC Budget Presentation 5:30 p.m.**
- January 13, 2026 - Bethany Board of Finance 7 p.m.**
- January 22, 2026 - Woodbridge Board of Finance 6 p.m..**
- January 26, 2026 - Joint AFC/BOE Budget Workshop 6:30 p.m.**
- TBD - Orange Board of Finance**
- February 9, 2026 - Amity Board of Education 6:30 p.m.**
- February 23, 2026 - Joint AFC/BOE Budget Workshop 6:30 p.m.**

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

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FY 2025-2026**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2024-2025	2025-2026	OCT 25	CHANGE	NOV 25	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	MEMBER TOWN ALLOCATIONS	55,272,025	56,835,803	56,835,803	0	56,835,803	0	FAV
2	OTHER REVENUE	323,394	221,597	254,596	0	254,596	32,999	FAV
3	OTHER STATE GRANTS	991,294	1,036,599	1,039,977	0	1,039,977	3,378	FAV
4	MISCELLANEOUS INCOME	20,139	15,000	15,000	0	15,000	0	FAV
5	TOTAL REVENUES	56,606,852	58,108,999	58,145,376	0	58,145,376	36,377	FAV
6	SALARIES	30,600,178	32,683,157	32,582,332	(138,427)	32,443,905	(239,252)	FAV
7	BENEFITS	6,740,038	7,156,139	7,136,767	(5,500)	7,131,267	(24,872)	FAV
8	PURCHASED SERVICES	9,450,226	10,909,628	10,799,960	315,035	11,114,995	205,367	UNF
9	DEBT SERVICE	3,858,211	2,552,296	2,552,296	0	2,552,296	0	FAV
10	SUPPLIES (INCLUDING UTILITIES)	3,417,128	3,554,998	3,558,801	(7,500)	3,551,301	(3,697)	FAV
11	EQUIPMENT	245,196	274,400	274,400	46,999	321,399	46,999	UNF
12	IMPROVEMENTS / CONTINGENCY	137,685	749,000	749,000	0	749,000	0	FAV
13	DUES AND FEES	214,307	229,381	229,381	0	229,381	0	FAV
14	TRANSFER ACCOUNT	1,129,132	0	0	0	0	0	FAV
15	TOTAL EXPENDITURES	55,792,102	58,108,999	57,882,937	210,607	58,093,544	(15,455)	FAV
16	SUBTOTAL	814,751	0	262,439	(210,607)	51,832	51,832	FAV
17	PLUS: CANCELLATION OF PRIOR YEAR'S ENCUMBRANCES	83,853	0	0	0	0	0	FAV
18	DESIGNATED FOR SUBSEQUENT YEAR'S BUDGET:	0	0	0	0	0	0	FAV
19	NET BALANCE / (DEFICIT)	898,604	0	262,439	(210,607)	51,832	51,832	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget, Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FY 2025-2026**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2024-2025	2025-2026	OCT 25	CHANGE	NOV 25	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	BETHANY ALLOCATION	8,828,986	9,160,226	9,012,747	0	9,012,747	(147,479)	UNF
1a	PRIOR YEAR CREDIT BETHANY	183,118	0	147,479		147,479	147,479	
2	ORANGE ALLOCATION	26,964,444	27,533,537	27,087,476	0	27,087,476	(446,061)	UNF
2a	PRIOR YEAR CREDIT ORANGE	514,596	0	446,061		446,061	446,061	
3	WOODBIDGE ALLOCATION	18,427,914	20,142,040	19,836,976	0	19,836,976	(305,064)	UNF
3a	PRIOR YEAR CREDIT WOODBRIDGE	352,967	0	305,064		305,064	305,064	
4	MEMBER TOWN ALLOCATIONS	55,272,025	56,835,803	56,835,803	0	56,835,803	0	FAV
5	ATHLETICS	26,234	27,000	27,000	0	27,000	0	FAV
6	INVESTMENT INCOME	138,452	60,000	60,000	0	60,000	0	FAV
7	PARKING INCOME	30,967	32,000	32,000	0	32,000	0	FAV
8	RENTAL INCOME	17,181	18,000	18,000	0	18,000	0	FAV
9	TUITION REVENUE	110,560	84,597	117,596	0	117,596	32,999	FAV
10	TRANSPORTATION BOWA AGREEMENT	0	0	0	0	0	0	FAV
11	OTHER REVENUE	323,394	221,597	254,596	0	254,596	32,999	FAV
12	ADULT EDUCATION	5,178	4,900	5,178	0	5,178	278	FAV
13	OPEN CHOICE	0	125,000	132,000	0	132,000	7,000	FAV
14	SPECIAL EDUCATION GRANTS	964,016	884,599	884,599	0	884,599	0	FAV
15	TRANSPORTATION INCOME-MAGNET	22,100	22,100	18,200	0	18,200	(3,900)	UNF
16	OTHER STATE GRANTS	991,294	1,036,599	1,039,977	0	1,039,977	3,378	FAV
17	INTERGOVERNMENTAL REVENUE	0	0	0	0	0	0	FAV
18	OTHER REVENUE	20,139	15,000	15,000	0	15,000	0	FAV
19	TRANSFER IN	0	0	0	0	0	0	FAV
20	MISCELLANEOUS INCOME	20,139	15,000	15,000	0	15,000	0	FAV
21	TOTAL REVENUES	56,606,852	58,108,999	58,145,376	0	58,145,376	36,377	FAV

Column 7: FAV=Favorable Variance
Revenues: At or OVER budget, Expenditures: At or UNDER budget

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FY 2025-2026**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2024-2025	2025-2026	OCT 25	CHANGE	NOV 25	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
1	5111-CERTIFIED SALARIES	25,246,947	26,913,147	26,843,042	(88,969)	26,754,073	(159,074)	FAV
2	5112-CLASSIFIED SALARIES	5,353,231	5,770,010	5,739,290	(49,458)	5,689,832	(80,178)	FAV
3	SALARIES	30,600,178	32,683,157	32,582,332	(138,427)	32,443,905	(239,252)	FAV
4	5200-MEDICARE - ER	428,639	474,989	474,989	0	474,989	0	FAV
5	5210-FICA - ER	343,760	378,210	378,210	0	378,210	0	FAV
6	5220-WORKERS' COMPENSATION	158,586	169,575	150,203	0	150,203	(19,372)	FAV
7	5255-MEDICAL & DENTAL INSURANCE	4,548,772	4,837,753	4,837,753	0	4,837,753	0	FAV
8	5860-OPEB TRUST	291,313	312,673	312,673	0	312,673	0	FAV
9	5260-LIFE INSURANCE	49,789	56,461	56,461	0	56,461	0	FAV
10	5275-DISABILITY INSURANCE	11,372	15,016	15,016	0	15,016	0	FAV
11	5280-PENSION PLAN - CLASSIFIED	670,604	681,191	681,191	0	681,191	0	FAV
12	5281-DEFINED CONTRIBUTION RETIREMENT PLAN	213,386	183,171	183,171	0	183,171	0	FAV
13	5282-RETIREMENT SICK LEAVE - CERT	0	0	0	0	0	0	FAV
14	5283-RETIREMENT SICK LEAVE - CLASS	0	0	0	0	0	0	FAV
15	5284-SEVERANCE PAY - CERTIFIED	0	0	0	0	0	0	FAV
16	5290-UNEMPLOYMENT COMPENSATION	17,352	15,500	15,500	(5,500)	10,000	(5,500)	FAV
17	5291-CLOTHING ALLOWANCE	1,912	4,600	4,600	0	4,600	0	FAV
18	5292-TUITION REIMBURSEMENT	4,554	27,000	27,000	0	27,000	0	FAV
19	BENEFITS	6,740,038	7,156,139	7,136,767	(5,500)	7,131,267	(24,872)	FAV
20	5322-INSTRUCTIONAL PROG IMPROVEMENT	81,812	64,200	64,200	0	64,200	0	FAV
21	5327-DATA PROCESSING	130,705	157,949	157,949	0	157,949	0	FAV
22	5330-PROFESSIONAL & TECHNICAL SRVC	2,247,009	2,602,472	2,632,697	79,337	2,712,034	109,562	UNF
23	5440-RENTALS - LAND, BLDG, EQUIPMENT	104,661	123,327	123,327	0	123,327	0	FAV
24	5510-PUPIL TRANSPORTATION	3,727,958	4,184,788	4,297,840	56,105	4,353,945	169,157	UNF
25	5521-GENERAL LIABILITY INSURANCE	301,337	324,428	322,015	0	322,015	(2,413)	FAV
26	5550-COMMUNICATIONS: TEL, POST, ETC.	91,860	133,134	133,134	0	133,134	0	FAV
27	5560-TUITION EXPENSE	2,694,569	3,198,805	2,948,273	179,593	3,127,866	(70,939)	FAV
28	5590-OTHER PURCHASED SERVICES	70,316	120,525	120,525	0	120,525	0	FAV
29	PURCHASED SERVICES	9,450,226	10,909,628	10,799,960	315,035	11,114,995	205,367	UNF

Column 7: FAV=Favorable Variance

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

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FY 2025-2026**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2024-2025	2025-2026	OCT 25	CHANGE	NOV 25	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
30	5830-INTEREST	368,978	235,850	235,850	0	235,850	0	FAV
31	5910-REDEMPTION OF PRINCIPAL	3,489,233	2,316,446	2,316,446	0	2,316,446	0	FAV
32	DEBT SERVICE	3,858,211	2,552,296	2,552,296	0	2,552,296	0	FAV
33	5410-UTILITIES, EXCLUDING HEAT	936,901	718,420	722,223	0	722,223	3,803	UNF
34	5420-REPAIRS, MAINTENANCE & CLEANING	798,707	857,352	857,352	0	857,352	0	FAV
35	5611-INSTRUCTIONAL SUPPLIES	322,271	436,097	436,097	0	436,097	0	FAV
36	5613-MAINTENANCE/CUSTODIAL SUPPLIES	178,557	220,450	220,450	(7,500)	212,950	(7,500)	FAV
37	5620-OIL USED FOR HEATING	67,017	55,260	55,260	0	55,260	0	FAV
38	5621-NATURAL GAS	77,407	99,100	99,100	0	99,100	0	FAV
39	5627-TRANSPORTATION SUPPLIES	171,394	209,500	209,500	0	209,500	0	FAV
40	5641-TEXTS & DIGITAL RESOURCES	156,903	173,164	173,164	0	173,164	0	FAV
41	5642-LIBRARY BOOKS & PERIODICALS	18,632	20,550	20,550	0	20,550	0	FAV
42	5690-OTHER SUPPLIES	246,191	269,241	269,241	0	269,241	0	FAV
43	5695-OTHER SUPPLIES-TECHNOLOGY	443,149	495,864	495,864	0	495,864	0	FAV
44	SUPPLIES (INCLUDING UTILITIES)	3,417,128	3,554,998	3,558,801	(7,500)	3,551,301	(3,697)	FAV
45	5730-EQUIPMENT - NEW	8,199	4,500	4,500	0	4,500	0	FAV
46	5731-EQUIPMENT - REPLACEMENT	66,263	105,617	105,617	46,999	152,616	46,999	UNF
47	5732-EQUIPMENT - TECH - NEW	600	26,580	26,580	0	26,580	0	FAV
48	5733-EQUIPMENT - TECH - REPLACEMENT	170,134	137,703	137,703	0	137,703	0	FAV
49	EQUIPMENT	245,196	274,400	274,400	46,999	321,399	46,999	UNF
50	5715-IMPROVEMENTS TO BUILDING	67,309	326,000	326,000	0	326,000	0	FAV
51	5715-FACILITIES CONTINGENCY	100,000	100,000	100,000	0	100,000	0	FAV
51a	TRSF. FROM FACILITIES CONTINGENCY	-100,000	0	0	0	0	0	FAV
52	5720-IMPROVEMENTS TO SITES	70,376	173,000	173,000	0	173,000	0	FAV
53	5850-DISTRICT CONTINGENCY	74,500	150,000	150,000	(19,999)	130,001	(19,999)	FAV
53a	TRSF. FROM CONTINGENCY TO OTHER ACCTS.	-74,500	0	0	19,999	19,999	19,999	UNF
54	IMPROVEMENTS / CONTINGENCY	137,685	749,000	749,000	0	749,000	0	FAV

Column 7: FAV=Favorable Variance

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

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES AND EXPENDITURES
FY 2025-2026**

		COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COL 7
		2024-2025	2025-2026	OCT 25	CHANGE	NOV 25	VARIANCE	FAV
LINE	CATEGORY	ACTUAL	BUDGET	FORECAST	INCR./(DECR.)	FORECAST	OVER/(UNDER)	UNF
55	5580-STAFF TRAVEL	28,311	27,377	27,377	0	27,377	0	FAV
56	5581-TRAVEL - CONFERENCES	83,228	85,718	85,718	0	85,718	0	FAV
57	5810-DUES & FEES	102,769	116,286	116,286	0	116,286	0	FAV
58	DUES AND FEES	214,307	229,381	229,381	0	229,381	0	FAV
59	5856-TRANSFER ACCOUNT	1,129,132	0	0	0		0	FAV
60	TOTAL EXPENDITURES	55,792,102	58,108,999	57,882,937	210,607	58,093,544	(15,455)	FAV
61								
Note:	RESTRICTED - RETURN TO TOWNS	898,604						

**AMITY REGIONAL SCHOOL DISTRICT NO. 5
REVENUES & EXPENDITURES BY CATEGORY
FINANCIAL ANALYSIS
FOR THE FISCAL YEAR 2025-2026**



November 2025

2025-2026 FORECAST

OVERVIEW

The projected unspent fund balance for this fiscal year is \$51,832 FAV, previously \$262,439 FAV, which appears on page 1, column 6, and line 19. The unspent funds from fiscal year 2025, \$898,604 will be deducted from the town allocations in March 2026. This is comprised of \$814,751 of FY25 unspent funds and \$83,853 in FY24 unspent encumbrances. The Board may approved 2% of the unspent funds as an end-of-year transfer. The appropriation request to the educational expenditure account will be shown on line 59 of the Excel file if funds are available. The District is legally allowed to transfer with Board approval up to 2% or \$1,162,179 of the current budget if funds become available. The item will be requested at the August 2026 meeting.

REVENUES BY CATEGORY

The projected balance of revenues is **\$36,377 FAV**, previously \$36,377 FAV which appears on page 2, column 6, line 21.

LINE 5 on Page 2: ATHLETICS:

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

LINE 6 on Page 2: INVESTMENT INCOME:

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

<u>Month</u>	<u>M&T Bank</u>	<u>State Treasurer's Investment Fund</u>
July 2025	.40%	5.43%
August 2025	.40%	4.49%
Sept 2025	.40%	4.35%
Oct 2025	.40%	4.23%
Nov 2025	.40%	4.05%

LINE 7 on Page 2: PARKING INCOME:

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

LINE 8 on Page 2: RENTAL INCOME:

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

LINE 9 on Page 2: TUITION REVENUE:

The budget is based on six tuition students, three at reduced employee rates. **Full tuition rate is \$22,442.** The actual tuition charged is higher \$806 per full rate student than budgeted. Currently, eight tuition students are enrolled, including four at reduced employee rates. *The forecast is \$32,999 FAV including \$32,999 FAV, from the rate change.*

LINE 12 on Page 2: ADULT EDUCATION:

The forecast is based on historical data of State payments. *The forecast is \$278 favorable, previously \$278 favorable.*

LINE 13 on Page 2: OPEN CHOICE:

The forecast is based on historical data of State payments. *The forecast is \$7,000 FAV, previously \$7,000 FAV. This is based on October 1 enrollment data and expected payments from the State.*

LINE 14 on Page 2: SPECIAL EDUCATION GRANTS:

The current projection is based on budgeted costs for placements and transportation. The budget is based on a 60% reimbursement rate.

LINE 15 on Page 2: TRANSPORTATION INCOME:

The forecast is based on projected State payments and enrollment for magnet school transportation budgeted. 4 less students are attending ECA than budgeted, reducing our reimbursement. *The forecast is \$3,900 UNF, previously \$3,900 UNF.*

LINE 18 on Page 2: OTHER REVENUE:

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

EXPENDITURES BY CATEGORY

The projected yearend balance of expenditures is *\$15,454 FAV, previously \$226,062 FAV* which appears on page 5, column 6, line 60.

LINE 1 on Page 3: 5111-CERTIFIED SALARIES:

The forecast is based on current data. There is still a vacant position. The vacancy is supported by contracting with an outside agency. There were several staff members on unpaid leaves of absences year-to-date. *The forecast is \$159,074 FAV, previously \$70,105 FAV.*

LINE 2 on Page 3: 5112-CLASSIFIED SALARIES:

The forecast is \$80,178 FAV, previously \$30,720 FAV. This is due to unpaid leaves of absences and staff turnover in technology technicians, nurse, paraeducators and custodians.

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

The forecast is based on budget.

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

The workers' compensation account is forecasted to be budget neutral. *The District received a rebate from the CIRMA's members equity program of \$19,372 FAV.*

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

The following charts are included to track how the District’s actual claims are comparing against the expected claims. How claims are running for the year has always been a common question, so the charts for claims and fees are shown monthly. However, claims are one piece of the medical budget line shown in the Excel file. Fees, employee contributions, grant funding, employer contributions to employee HSA accounts and reserve funding are other factors built into the Medical and Dental Insurance Budget. The claims chart in the Word document will not equal the Excel line since it is only one factor of the data comprising the medical budget. Certainly, claims are a significant factor which is why it is given in detail below. *Claims are 102.6%, previously 103.0% of budget. No change in the forecast is noted currently since fees are mostly offsetting this overage.*

The forecast projects actual claims and fees of current employees and retirees will be neutral with the budget, however claims are more than the month-to-month forecast. The projected monthly budget is based on an average of five years of claims.

CLAIMS OF CURRENT EMPLOYEES AND RETIREES

MONTH	2025-2026 ACTUAL	2024-2025 BUDGET	VARIANCE	2024-2025 ACTUAL	2023-2024 ACTUAL
<i>JUL</i>	\$ 847,639	\$ 368,077	\$ 479,562	\$ 347,337	\$ 364,829
<i>AUG</i>	\$ 398,153	\$ 608,013	\$ (209,860)	\$ 488,825	\$ 641,037
<i>SEP</i>	\$ 344,933	\$ 485,660	\$ (140,727)	\$ 404,062	\$ 412,377
<i>OCT</i>	\$ 503,432	\$ 477,606	\$ 25,826	\$ 549,988	\$ 508,930
<i>NOV</i>	\$ 472,761	\$ 489,383	\$ (16,622)	\$ 458,288	\$ 541,882
DEC	\$ 607,751	\$ 607,751	\$ -	\$ 477,519	\$ 363,042
JAN	\$ 344,031	\$ 344,031	\$ -	\$ 328,754	\$ 220,714
FEB	\$ 286,051	\$ 286,051	\$ -	\$ 382,582	\$ 183,906
MAR	\$ 335,443	\$ 335,443	\$ -	\$ 303,213	\$ 261,829
APR	\$ 365,182	\$ 365,182	\$ -	\$ 401,225	\$ 266,018
MAY	\$ 443,521	\$ 443,521	\$ -	\$ 486,801	\$ 456,890
JUN	\$ 432,806	\$ 432,806	\$ -	\$ 486,018	\$ 369,321
TOTALS	\$ 5,381,703	\$ 5,243,525	\$ 138,178	\$ 5,114,612	\$ 4,590,775

ACTUAL/FORECAST CLAIMS AS A PERCENTAGE OF EXPECTED CLAIMS

2021-2022 ACTUAL	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 FORECAST	2025-2026 FORECAST
97.3%	93.6%	99.5%	104.6%	102.6%

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

MONTH	2024-2025 ACTUAL	2024-2025 BUDGET	VARIANCE	2024-2025 ACTUAL	2023-2024 ACTUAL
<i>JUL</i>	\$ 45,277	\$ 38,265	\$ 7,012	\$ 50,798	\$ 44,555
<i>AUG</i>	\$ 58,223	\$ 74,412	\$ (16,189)	\$ 54,969	\$ 54,176
<i>SEP</i>	\$ 58,040	\$ 54,073	\$ 3,967	\$ 14,743	\$ 53,028
<i>OCT</i>	\$ (26,312)	\$ 59,959	\$ (86,271)	\$ 53,552	\$ 52,666
<i>NOV</i>	\$ 60,629	\$ 59,397	\$ 1,232	\$ 53,061	\$ 53,732
DEC	\$ 62,289	\$ 62,289	\$ -	\$ 51,875	\$ 53,218
JAN	\$ 29,815	\$ 29,815	\$ -	\$ (6,882)	\$ 48,165
FEB	\$ 85,092	\$ 85,092	\$ -	\$ 82,020	\$ 57,785
MAR	\$ 39,994	\$ 39,994	\$ -	\$ (10,286)	\$ (8,744)
APR	\$ 55,700	\$ 55,700	\$ -	\$ 55,644	\$ 46,575
MAY	\$ 58,335	\$ 58,335	\$ -	\$ 55,040	\$ 41,342
JUN	\$ 16,538	\$ 16,538	\$ -	\$ (36,549)	\$ (6,272)
TOTALS	\$ 543,619	\$ 633,867	\$ (90,248)	\$ 417,985	\$ 490,226

LINE 9 on Page 3: 5260-LIFE INSURANCE:

The forecast is neutral.

LINE 10 on Page 3: 5275-DISABILITY INSURANCE:

The forecast is based on budget.

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

The forecast is based on budget..

LINE 16 on Page 3: 5290-UNEMPLOYMENT:

The forecast is based on year-to-date costs, \$5,500 FAV, previously neutral.

LINE 20 on Page 3: 5322-INSTRUCTIONAL PROGRAM IMPROVEMENT:

The forecast is based on budget.

LINE 22 on Page 3: 5330-PROFESSIONAL TECHNICAL SERVICES:

The forecast is \$109,562 UNF, previously \$30,225 UNF. A transfer was requested in September for professional services to cover a staffing shortage. Another transfer is requested this month for continuing those services, \$32,250 UNF and covering a leave of absence for \$17,850. Three administrative assistants are out on leave of absence. One position is being covered in-house, the other 2 positions have part-time coverage through an agency. Several transfers are requested this month for this account.

LINE 23 on Page 3: 5440-RENTALS:

The forecast is based on budget.

LINE 24 on Page 3: 5510-PUPIL TRANSPORTATION:

Special Education Transportation will fluctuate to meet student enrollment and needs. The number of students transported each month as well as the facilities students are transported to each month varies. The change month-to-month reflects students who exited programs early and lower than budgeted expenses for some students. *The current forecast is \$169,157 UNF, previously \$113,052 UNF.*

LINE 25 on Page 3: 5521-GENERAL LIABILITY INSURANCE: Various liability policies, including medical professional renewed under budget, while Student Accident insurance renewed over budget. General liability is under \$8,860 FAV and Student Accident is \$6,447 UNF. *Account is \$2,413 FAV, previously \$2,413 FAV.*

LINE 26 on Page 3: 5550-COMMUNICATION: TEL, POST, ETC:

The forecast is based on budget.

LINE 27 on Page 3: 5560-TUITION EXPENSE:

Special Education tuition is under review as student enrollment and needs are not finalized for the start of the year. *The forecast for these accounts is \$70,939 FAV previously \$250,532 FAV. Data changes based on actual student placements and services.*

Tuition for the Vo-Ag schools is \$17,638 UNF, previously \$17,638 UNF.

	FY21-22 ACTUAL	FY21-22 ACTUAL	FY22-23 ACTUAL	FY23-24 ACTUAL	FY24-25 ACTUAL	FY25-26 BUDGET	FY25-26 FORECAST
Sound	3	3	3	3	4	4	5
Trumbull	1	1	3	4	3	3	3
Nonnewaug	9	9	7	8	4	7	5
Emmett O'Brien	0	0	2	2	0	1	4
Common Ground Charter HS	1	1	3	2	0	0	1
Fairchild Wheeler	0	0	0	0	1	0	0
NH Coop Arts	0	0	0	0	1	1	1
Wintergreen Magnet	1	1	0	0	0	0	0
Marine Science Magnet HS	0	0	1	0	0	0	0
Engineering Science Magnet	0	0	0	0	1	0	1

Center for Global Studies	0	0	0	0	0	0	1
Lyman Hall-Vo-AG School	0	0	0	0	1	1	1
Totals	15	15	20	17	15	17	22(22)

ECA is on under budget \$18,002 FAV.

	FY21-22 ACTUAL	FY22-23 ACTUAL	FY23-24 ACTUAL	FY24-25 ACTUAL	FY25-26 BUDGET	FY25-26 FORECAST
ECA	18	19	19	19	19	14(14)

Public (ACES) and private out-of-district placements are \$70,575 FAV, previously \$250,167 FAV.

	FY21-22 ACTUAL	FY22-23 ACTUAL	FY23-24 ACTUAL	FY24-25 ACTUAL	FY25-26 BUDGET	FY25-26 FORECAST
Public SPED	10	9	8	9	10	11(10)
Private SPED	20	16	19	15	21	17(16)
Totals	30	25	27	24	31	28(26)

LINE 33 on Page 4: 5410-UTILITIES, EXCLUDING HEAT:

The 2025-2026 budget for electricity assumes the use of 3,377,000 kilowatt hours at an average price of 0.07988 or a cost of \$622,736 with delivery charges. Forecast is neutral at this time. However, if higher delivery and public benefit charges continue this fiscal year as was incurred in the previous fiscal year, the account will be overbudget. The net metering program credits are now being posted to accounts and should help offset some of the public benefit charges. Year to date public benefit charges total: \$72,104 and VNM credits from April 2025 to date are \$41,404.

The budget for propane is \$4,575. *The forecast is neutral.*

The budget for water is \$60,000. *The forecast is neutral.*

Sewer costs are budgeted at \$31,109. At the end of June 2025 we received the new rate structure from the Regional Water Authority. *We expect to be over budget by approximately \$3,803 UNF.*

ELECTRICITY (KILOWATT HOURS)

MONTH	2025-2026 FORECAST	2025-2026 BUDGET	VARIANCE	2024-2025 ACTUAL	2023-2024 ACTUAL
<i>JUL</i>	391,045	305,906	85,139	352,636	275,363
<i>AUG</i>	397,458	335,816	61,642	341,068	339,333
<i>SEP</i>	353,839	306,316	47,523	315,393	295,827
<i>OCT</i>	375,487	269,943	105,544	302,667	250,944
<i>NOV</i>	344,064	256,908	87,156	264,619	251,734
DEC	252,134	252,134	-	259,154	233,988
JAN	271,152	271,152	-	292,535	271,629
FEB	264,207	264,207	-	268,168	255,916
MAR	255,758	255,758	-	263,087	242,795
APR	267,046	267,046	-	290,631	262,074
MAY	279,618	279,618	-	299,083	288,966
JUN	312,196	312,196	-	340,831	320,107
Totals	3,764,004	3,377,000	387,004	3,589,872	3,288,676

DEGREE DAYS

There are 1,728 degree days to date as opposed to 1,576 last year.

LINE 34 on Page 4: 5420-REPAIRS & MAINTENANCE: *The forecast is neutral.*

The electronic and science waste disposal is overbudget by \$11,858 UNF. There was a deeper cleanout of custodial, technology and science storage areas this summer. Bethany was over budget by \$6559.45, largely due to the amount of computers and science waste, plus the expired hand sanitizer left over from Covid; Orange was over budget by \$208.50; the high school was over budget by \$5091.00, largely due to the science lab cleanout. No transfer or variance is reported since it is early in the year but a transfer may be needed in this account later in the year.

LINE 35 on Page 4: 5611-INSTRUCTIONAL SUPPLIES: *The forecast is neutral.*

LINE 36 on Page 4: 5613-MAINTENANCE SUPPLIES: *The forecast is \$7,500 FAV, previously neutral.*

LINE 37 & 38 on Page 4: 5620 & 5621-OIL & NATURAL GAS:

The budget for natural gas is \$99,100 and the budget for oil is \$2.409 per gallon, and \$52,089 annually or 21,000 gallons. *The forecast is projected neutral.*

LINE 39 on Page 4: 5627-TRANSPORTATION SUPPLIES: *The forecast is neutral.*

LINE 40 on Page 4: 5641-TEXTBOOKS:

The forecast is neutral.

LINE 42 on Page 4: 5690-OTHER SUPPLIES:

The forecast is neutral.

LINE 43 on Page 4: 5695-OTHER SUPPLIES-TECHNOLOGY:

The forecast is neutral.

LINE 45 on Page 4: 5730-EQUIPMENT -NEW:

The forecast is projected to be neutral.

LINE 46 on Page 4: 5731-EQUIPMENT -REPLACEMENT:

The forecast is projected to be \$46,999 UNF, previously \$7,500 UNF. A budget transfer was approved in November for the purchase of a new truck which came in overbudget.

A transfer was approved in November for \$19,999 for lighting board and control module for the Brady Center. The lighting control module and dimmer board failed and currently have a temporary repair. The project cost is \$45,861 and can be funded from the Capital Nonrecurring fund for lighting projects. The transfer made last month can support the replacement of the fire control panel at the high school for \$19,500. The panel is outdated and cannot recognize updated software.

LINE 48 on Page 4: 5733-EQUIPMENT –TECHNOLOGY-REPLACEMENT:

The forecast is neutral.

LINE 51 on Page 4: 5715-FACILITIES CONTINGENCY:

The budget includes a \$100,000 contingency for unplanned, necessary facility expenditures. The forecast assumes these funds will be entirely used. *The current balance in the facilities contingency account is \$100,000.*

LINE 52 on Page 4: 5720-FACILITIES SITE IMPROVEMENTS:

The forecast is neutral, however there was sinkhole repair by the cafeteria loading dock for \$6,500 that was not budgeted. This account may need a transfer later in the year.

LINE 53 on Page 4: 5850-CONTINGENCY:

The budget includes a \$150,000 contingency for unplanned, necessary expenditures. The forecast assumes these funds will be entirely used. A transfer was approved in November for \$19,999 for lighting board and control module for the Brady Center. The lights failed and currently have a temporary repair. The funds for this transfer was repurposed for a failed circulator pump at ARHS. *The current balance in general contingency is \$130,001.*

LINE 56 on Page 4: 5581-TRAVEL AND CONFERENCES:

The forecast is neutral.

LINE 57 on Page 4: 5810-DUES & FEES:

The forecast is neutral.

LINE 59 on Page 5: 5856-TRANSFER:

This line is used to identify funds for the Educational Expenditures Reserve transfers. The District is legally allowed to transfer with Board approval up to 2% or \$1,162,179 of the current budget. The item will be presented after the final balance for the FY26 is confirmed at the August/September 2026 meeting.

LINE 61 on Page 5: RESTRICTED: RETURN TO TOWNS:

This line is for the unspent funds from FY25. The unaudited amount of unspent funds is \$898,604 FAV and will be credited to the member towns' March allocations. This is comprised of \$814,751 of unspent funds in FY25 and unliquidated encumbrances from FY24 of \$83,853. ***The town allocations will be reduced in March 2026.***

APPENDIX A

COST SAVINGS AND EFFICIENCIES FOR FISCAL YEAR 2025-2026

TOTAL ANNUAL SAVINGS TO-DATE OF: \$87,078

\$13,646 Medicaid Claims: The District's reimbursements increased from \$7,400 in 2023 to \$21,046 in 2025. The reimbursement will increase once the funds for annual reports are received (they are received 2 fiscal years later). This is due to efforts of the administrative assistant in the Special Education Department to reach more families and process more data for the District increasing our reimbursement. The Board supported increasing this position from part-time to full-time and this has allowed the time needed to recoup these funds. The funds are used to support the special education program which offsets the general fund budget.

\$10,000 Cable Advisory Grant: Funds will be used to enhance public broadcasting capabilities. The primary focus for both the CAC Grant and the PEGPETIA Grant this year will be to increase the digital signs present at the High School and to begin implementation at the middle schools. The combined grant funds will allow us to offer a new technology through our DEVOS video server called "Learning Path" while also renewing the maintenance plan on it to keep it up to date. Additionally, the grants will allow for some minor improvements to the equipment needed for the TV studio's productions both inside the studio and out in the field.

\$21,138 E-Rate Credits: The District's application for E-Rate credits is submitted. The amount will reflect discounted invoices for the CEN – state provided internet connection.

Electricity: The District entered into a net metering contract. Credits have started to be applied to the account. Credits applied from April 2025 through October are \$41,404.

Telephones: The Director of Facilities negotiated a new phone plan for district cell phones and saved \$74 monthly, \$890 annually. Our Network Specialist, along with the Director of Facilities are researching different fax methods and the standard telephone account for alternate solutions that may save additional funds.

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

- District recognized CQIA Innovation Prize for Fostering a District Culture of Maximizing Cost Savings and Efficiencies
 - [Microsoft Word - EXPENDITURES & REVENUES BY CATEGORY - FINANCIAL ANALYSIS-APRIL 2016 REPORT](#)
- Fiscal Year 2024-2025 - \$168,245
- Fiscal Year 2023-2024 - \$965,771

- Fiscal Year 2022-2023 - \$ 42,565
- Fiscal Year 2021-2022 - \$ 78,854
- Fiscal Year 2020-2021 - \$128,708
- Fiscal Year 2019-2020 - \$ 43,497
- Fiscal Year 2018-2019 - \$ 52,451
- Fiscal Year 2017-2018 - \$746,688
- Fiscal Year 2016-2017 - \$595,302
- Fiscal Year 2015-2016 - \$125,911
- Fiscal Year 2014-2015 - \$139,721
 - [Finance - Amity Regional School District #5](#)

APPENDIX B

MONTHLY FORECASTS: PURPOSE, METHODOLOGY, HISTORICAL

PURPOSE & METHODOLOGY:

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

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

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

Revenues can be most impacted by decisions made at the State level for Special Education and Transportation grants. The reimbursement rate can change in mid-year as it did in 2024-2025. The State then added a special appropriation in June, the final month of the fiscal year.

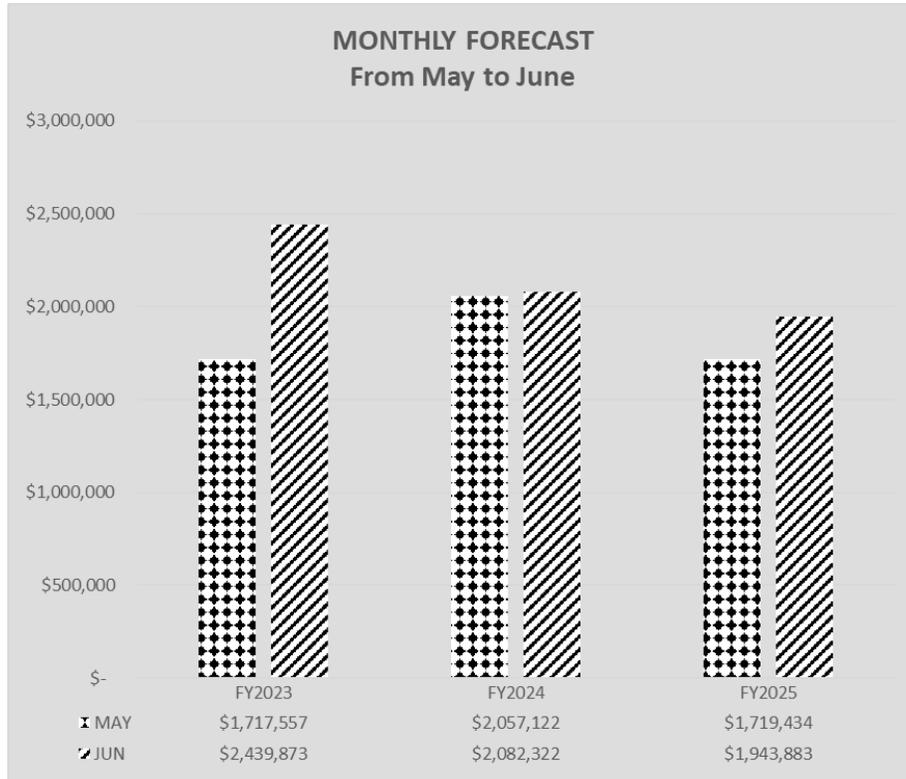
Prudent financial management is necessary. We need to be sure the total expenditures budget is never overspent (and may need to be underspent if revenues are below budget because total expenditures cannot exceed total revenues). It is imperative we ‘hold back’ on spending any of the Contingency Account until it is absolutely necessary or we are close to yearend. The Superintendent of Schools and Director of Finance and Administration review and approve or deny all purchase orders. Some years, such as we did in 2024-25 a soft spending freeze was in place while medical claims were high and special education reimbursement was lowered. Staff prioritized their orders which ultimately contributed to the remaining fund balance. We are careful to make sure funds are only spent when necessary and not just because ‘it is in the budget’. We are constantly faced with the ‘what-

ifs' of over expenditures in certain accounts. We need to be sure there are sufficient funds available. As a result, the fund balance has been larger towards the end of the fiscal year.

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

HISTORICAL:

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



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

FY2023:

The audited fund balance is \$1,346,323 assuming an allocation of 2% or \$1,066,995 appropriated to Capital and Nonrecurring Account . The monthly forecast for May 2023 projected a fund balance of \$650,562. The change is **\$695,761 higher than the prior month’s forecast**. The major reasons for the increase in the yearend fund balance from one month to the next month were, as follows:

- **\$142,314:** Certified and classified salaries were lower due to the staff turnover and vacancies impacting the District all year. Current staff covered additional classes, additional substitutes and consultants were hired to cover vacant positions.

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

FY2024:

The audited fund balance is \$991,268 assuming an allocation of 2% or \$1,091,054 appropriated to Educational Expenditure Account . The monthly forecast for May 2024 projected a fund balance of \$1,129,780. The change is **\$1,229,566 higher than the prior month's forecast**. The major reasons for the increase in the yearend fund balance from one month to the next month were, as follows:

- **\$176,442:** Certified and classified salaries were lower due to the staff turnover, leaves of absences and vacancies impacting the District all year. Current staff covered additional classes, additional substitutes and consultants were hired to cover vacant positions.
- **\$535,394** Benefits were lower mostly due to medical fees, stop loss credits and OPEB adjustments.
- **\$36,626** Supplies were lower due to favorable utility consumption, unspent instructional supplies, and less maintenance supplies purchased.
- **\$295,125:** Special Education tuition charges were less than budgeted due to changes in students's services and/or attendance in programs.
- **\$12,838:** The contingency account was not fully expended as expected.

FY2025:

The unaudited fund balance is \$898,604 assuming an allocation of 2% or \$1,129,132 appropriated to Educational Expenditure Account. The monthly forecast for May 2024 projected a fund balance of \$1,018,021. The change is **\$925,862 higher than the prior month's forecast**. The major reasons for the increase in the year-end fund balance from one month to the next month were, as follows:

- **\$275,974:** Certified and classified salaries were lower due to the staff turnover, leaves of absences and vacancies impacting the District all year. Current staff covered additional classes, additional substitutes and consultants were hired to cover vacant positions.
- **\$24,282** Benefits were lower mostly due to lower payroll taxes on lower salaries, less unemployment costs (invoices are in the arrears 2 quarters), and tuition reimbursements (not submitted until June per teacher contract).
- **\$178,729** Supplies were lower due to favorable natural gas consumption, unspent instructional and maintenance supplies funds. Key contributors to the maintenance surplus include lower costs on custodial cleaning chemicals and paper goods due to strategic purchasing, new vendor pricing; minimal repair needs across electrical, HVAC, and plumbing systems, which reduced supply and part usage; improved air filtration strategy using longer-lasting, more efficient filters, lowering replacement frequency; upgrades to fan units, transitioning from belt-driven to direct-drive models, which required fewer replacement parts and less maintenance and snow removal equipment experienced minimal breakdowns this winter, resulting in reduced repair and part costs. There was a soft freeze mid-year in response to high medical claims and lower special education reimbursement expected from the State. The medical claims ended at 104% of budget.
- **\$193,314:** Special Education transportation and tuition charges were less than budgeted due to changes in students' services and/or attendance in programs.
- **\$59,598** Transportation for field trips, athletic trips and late runs across the three schools were less than budgeted. Most field trips occurred near the end of the year; athletic contest continue into mid-June and the late runs are billed annually in June, making it difficult to know an exact amount in advance.
- **\$119,099** Purchased Services for legal services were \$37,199 less than budgeted including mediation, expulsion, special education, labor, and contract services; \$3,000 less for actuarial services; payments to speakers was covered by grants of PTSO funding, \$8,800 FAV. Professional services for OSHA training and building use software were underbudget, \$5,315; services for the hearing impaired, instructional program improvement and data processing were \$19,677 less than anticipated. Cyber insurance renewal was \$8,498 underbudget; less was spent on refreshments, printing, shredding, \$18,798; \$2,100 under budget for negative café balances; less postage was spent at year end, \$9,530 FAV; State did not charge for CT SEDs software, \$2,000 FAV; and less security required for meetings, \$5,000 FAV.

- **\$74,500:** The contingency account was not fully expended as expected.

APPENDIX C

RECAP OF 2022-2023

Unspent Encumbrances Balance:

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

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

FINANCIAL MANAGEMENT:

\$ 352,350

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

SPECIAL EDUCATION :

\$ 1,764,799

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

OTHER:

\$ 287,004

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

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

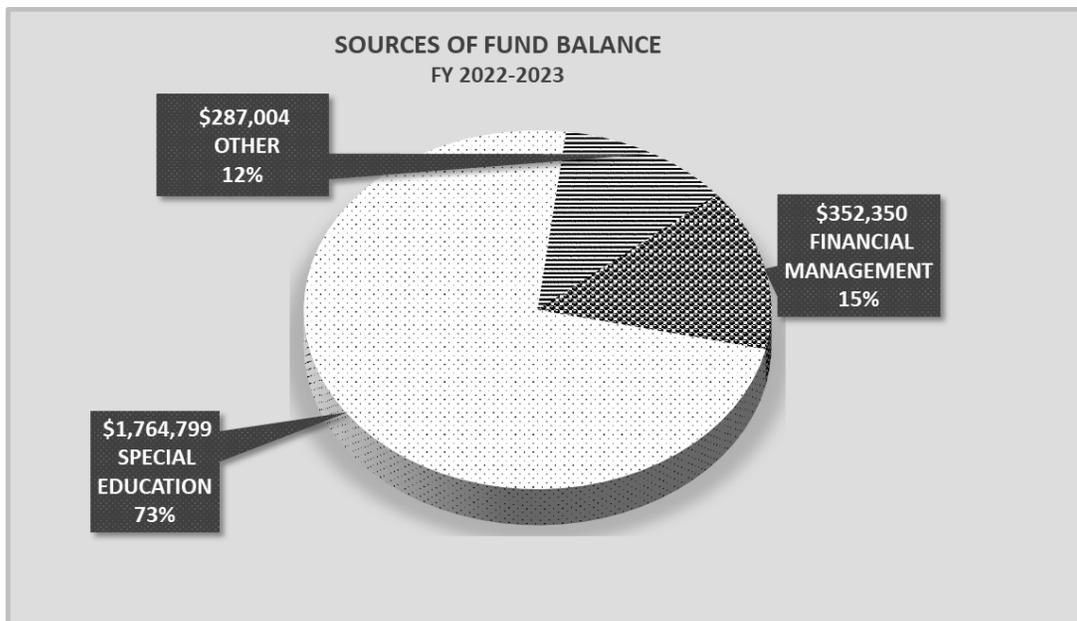
\$103,184 MEDICAL: The medical account was under budget \$103,184 due to the high staff turnover.

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

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

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

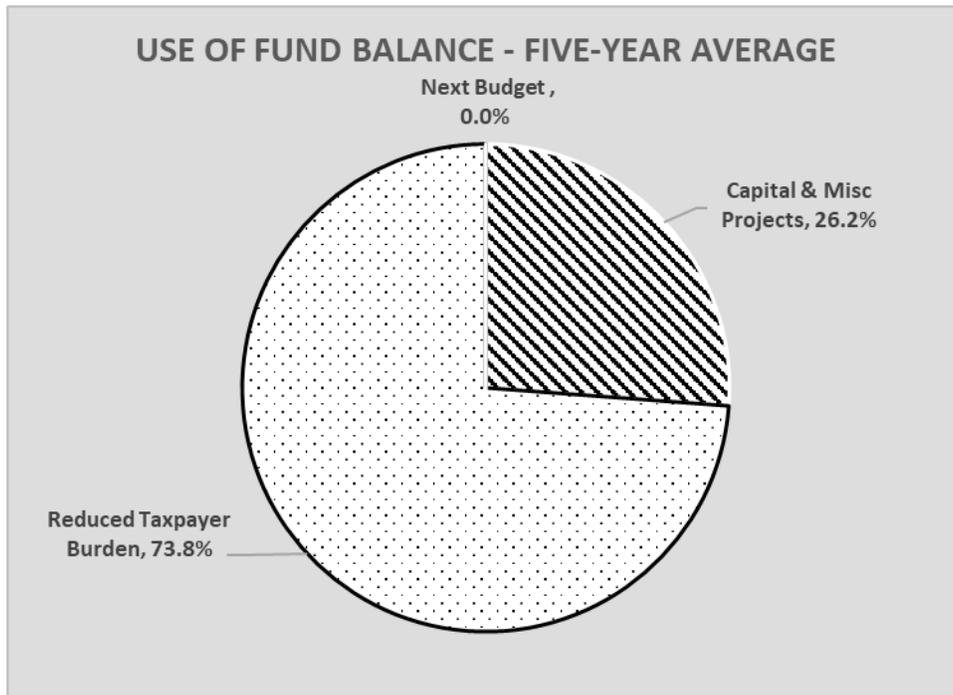
The primary sources of the fund balance are shown graphically below:



The use of the fund balance is proposed as follows:

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

The uses of the fund balance are shown graphically below:



Unspent Funds:

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

APPENDIX D

RECAP OF 2023-2024

Unspent Encumbrances Balance:

The cancellation of 2022-2023 encumbrances of \$59,412 were added to the fund balance credited to the member towns in March of 2025. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance.

The audited fund balance for 2023-2024 is \$991,628 plus \$1,091,054 designated for capital projects. The source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 323,979

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$199,030. Grant money was applied for and awarded to offset the cost of the CEN and equipment for the broadcast journalism curriculum for savings of \$159,714. Used desks were purchased, saving approximately \$11,826. of maintenance work done by in-house staff rather than hiring contractors. The District saved \$46,215 on insurances partially due to implementing additional security measures to obtain a more favorable premium for cyber insurance. Custodial supplies were underspent by \$49,521 as supply closets were reorganized and inventories were used. Data processing programs were evaluated and consolidated saving \$16,375. The contingency account was not fully expended \$12,838.

SPECIAL EDUCATION:

\$ 295,125

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Several students who were budgeted to be outplaced were not for a variety of reasons including moving out of the District or returning to District programs. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on busses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement. Programs established in District in the past 3 years help keep out of district costs down. The Districts receives revenue directly correlated to special education services and that revenue decreased by \$153,489 which is not reflected above.

OTHER:

\$1,463,218

\$470,174 SALARIES (OTHER): "Turnover savings" from replacing teachers and other staff who retired or resigned is over budget and savings from unpaid leaves-of-absence. There were a significant number of vacancies during the year creating variances from the budget. The administration utilized many methods to address the vacancies including overtime, temporary staff, and outside agencies. Some positions went unfilled for long periods of time despite our recruitment efforts. More in-house teaching substitutes were hired which reduced our costs with an outside agency and provided more stability. An

outside agency was utilized to cover vacant para positions. Turnover savings were exceeded by \$284,218 and leave of absences were \$185,956.

\$28,905 PAYROLL TAXES: Due to lower than budgeted salaries, payroll taxes were underbudget.

\$752,473 MEDICAL: Claims were \$21,672 FAV and the stop-loss credits were \$162,682 FAV. Fees were \$96,937 FAV due to rebates credits applied from Anthem. Internally, the actual costs for employer contributions for H.S.A. accounts and actual employee premium contribution were \$83,585 FAV, OPEB credits for retirees are \$176,512 FAV, \$161,849 FAV of reserve applied, and grant funding are all favorable, \$49,142.

\$66,652 TEXTBOOKS & SUPPLIES: Staff utilized different resources than planned and Mr. Purcaro, Assistant Superintendent, negotiated favorable textbook pricing.

\$30,263 STAFF TRAVEL, CONFERENCES AND DUES & FEES (OTHER): Some staff did not attend conferences as planned due to resignations or scheduling constraints. This results in lower registration fees and travel costs. Several students competitions were still virtual, had capped the number of participants, and have not raised entry fees as anticipated.

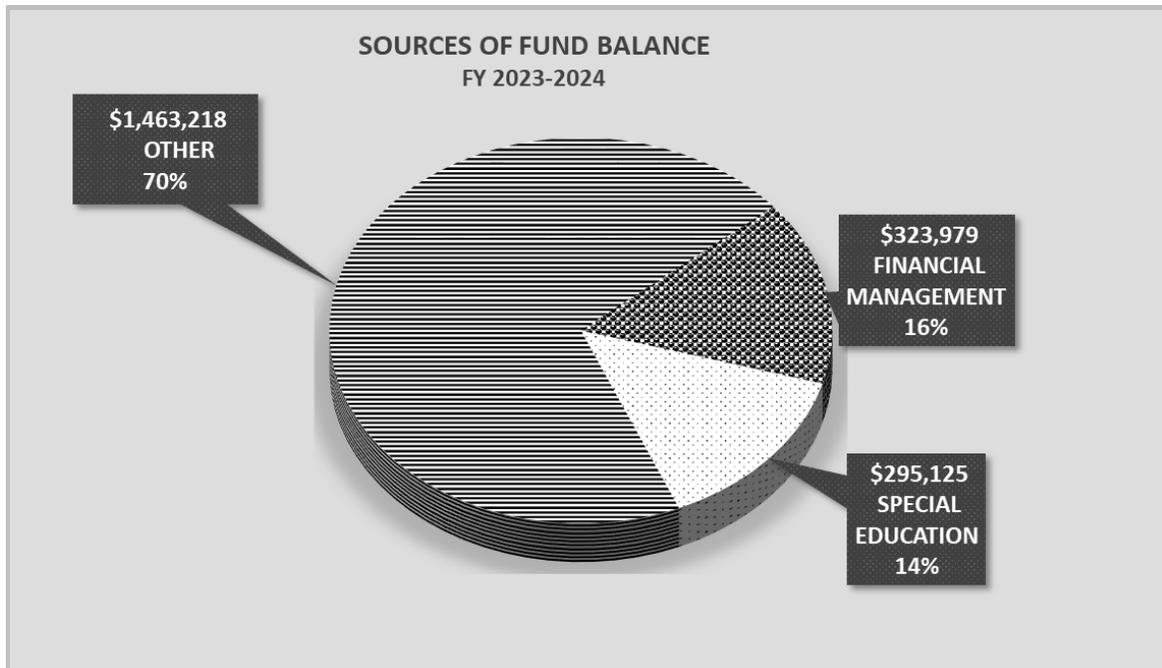
\$63,947 UTILITIES: Electricity, natural gas and oil were all under budget due to a mild winter and cooler spring.

\$19,750 OTHER PURCHASE SERVICES: Costs for printed programs for graduation, college fair, CPR training for athletics, and meeting refreshments were under budget.

\$16,375 DATA PROCESSING: Financial and human resources software were reviewed and utilized in an more efficient manner, allowing the cancellation of a program that bridged data between the two systems.

\$12,838 CONTINGENCY: The District did not need to utilize all of the contingency funds for unplanned purchases.

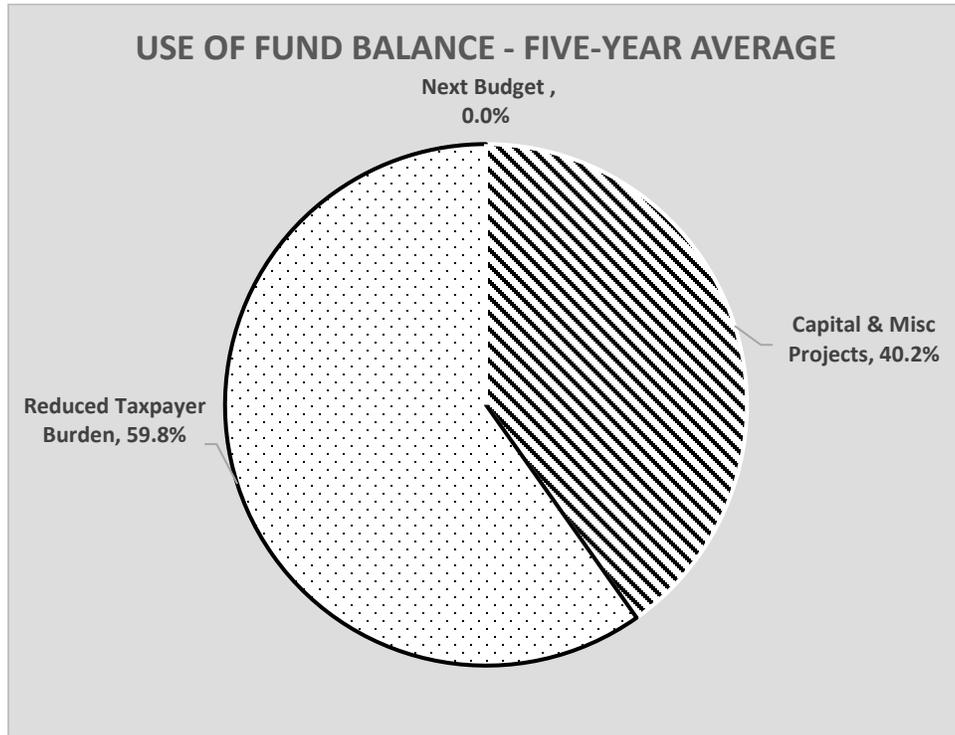
The primary sources of the fund balance are shown graphically below:



The use of the fund balance is proposed as follows:

1. **\$1,091,054 - 2.0%** was approved in September for designation to Educational Expenditure Reserve for the library media renovations.
2. **\$991,268** – Credit of unspent fund balance to member towns upon audit completion in March 2025.

The uses of the fund balance are shown graphically below:



Unspent Funds:

The Board of Education approved 2.0% or \$1,091,054 of the FY24 unspent funds transferred to the Educational Expenditure Reserve. The audited balance is \$991,268. The FY23 unspent encumbrances of \$59,412 and unspent funds from FY24 were credited to the member towns March allocation in 2025.

APPENDIX E

RECAP OF 2024-2025

Unspent Encumbrances Balance:

The cancellation of 2023-2024 encumbrances of \$83,853 will be subtracted from the Towns' March 2026 allocation payment. We encumber funds for goods and services received by June 30th but not yet billed. In some cases, the estimated amount encumbered varies from the actual invoice (e.g., utility bill; water bill, pending special education settlements) and we do not need to spend the entire encumbrance.

The unaudited fund balance for 2024-2025 is \$814,751 plus \$1,129,132 designated for educational expenditures (capital projects). The source of the available funds are described below.

FINANCIAL MANAGEMENT:

\$ 311,848

Our efforts to foster a District culture of finding cost savings and efficiencies has been successful producing savings of \$168,245. Grant money was applied for and awarded to offset the cost of the CEN for savings of \$21,138. \$62,223 in maintenance supply orders was saved by switching vendors, improved products, and fewer parts needed for repairs. \$28,000 was saved by work done by in-house staff rather than hiring contractors. \$81,380 was saved on instructional supplies and textbooks as department leaders negotiated favorable pricing or used alternate and less expensive resources.

SPECIAL EDUCATION (NET)

\$ 551,141

These accounts are extremely difficult to forecast. As examples, special need students can be hospitalized; move into the district or leave the district at any time; withdraw from Amity and enroll in Adult Education. Students who were budgeted to be outplaced were not for a number of reasons. Some transportation needs were coordinated with the elementary districts to reduce the number of singletons on buses for outplacements. Any one of these events can have a significant impact, positive or negative, on the District's special education expenditures. Transportation costs were lower by \$188,761 including the reduced cost for a centralized bus to the technical schools, \$28,168 favorable. The Director of Pupil Services has been successful in establishing suitable programs for students within the District and a number of students have returned from outplacement. The State lowered the reimbursement rate to 59% but was awarded an additional \$168,904 in June to net a favorable \$70,088 in special education revenue. This is included in the total above.

OTHER:

\$ 1,080,894

\$349,930 CERTIFIED SALARIES (OTHER): "Turnover savings" from replacing teachers and other staff who retired or resigned is over budget and savings from unpaid leaves-of-absence. There were a significant number of vacancies during the year creating variances from the budget. The administration utilized many methods to address the vacancies including overtime, temporary staff, and outside agencies. Some positions went unfilled for a period of time despite our recruitment efforts. More in-house teaching substitutes reduce our costs with an outside agency and provided more stability. An outside agency was utilized to cover vacant para positions. 6th period coverages are down year over

year, \$114,000 FAV and degree changes are under budget \$24,420 FAV. There is \$13,000 FAV less spent on curriculum writing and a transfer was approved in May. Vacancies for some student activities \$19,663 FAV and coaching positions were \$21,264 FAV. Some salaries were covered by the Title grant instead of professional development. Another transfer is requested this month for professional development services not covered by the grant, \$21,000 FAV. There was approximately \$129,000 FAV in unpaid leaves.

\$301,925 CLASSIFIED SALARIES (OTHER): The forecast is based on budget. The cyber tech position was outsourced, savings of \$58,198 on the salary line. Turnover on positions filled to date exceeds the turnover estimates by \$138,000 FAV, previously \$48,222 FAV. Forecast for all accounts are \$301,925 FAV, previously \$172,775 FAV. Overtime costs were \$18,000 FAV, substitute costs were \$20,000 FAV, inventory and student help desk costs were down \$48,000, There is a significant turnover in paraeducators, several custodians and secretaries, creating gaps in filling positions. Some substitutes, particularly paraeducators have been contracted through outside agencies and/or grant funding was utilized to cost salaries; \$27,505 FAV.

\$88,451 BENEFITS (OTHER): Payroll taxes were under budget \$43,062 since salaries were not fully expended. Workers' compensation premium was less than budget \$7,232 FAV, life, disability and medical insurance were all under budget due to turnover and vacancies, \$41,243. Tuition reimbursement, a new contractual benefit was under budget \$22,446. These items were offset by higher defined contributions and unemployment costs.

\$41,258 PURCHASED SERVICES (OTHER): The position for cybersecurity was outsource which was \$83,694 over budget. This is offset by savings on a student device lease agreement of \$25,702 FAV; fewer interns available than budgeted, \$54,500 FAV; lower costs for specialized special education services (nursing, speech, OT/PT) \$46,000 FAV. Net for the account is \$51,123 FAV There is \$7,905 less in rentals. Principals' office rentals (tables, chairs, tents for events) were down \$3,800. Special education facilities rentals were \$6,850 lower while athletic rentals were up \$2,430.

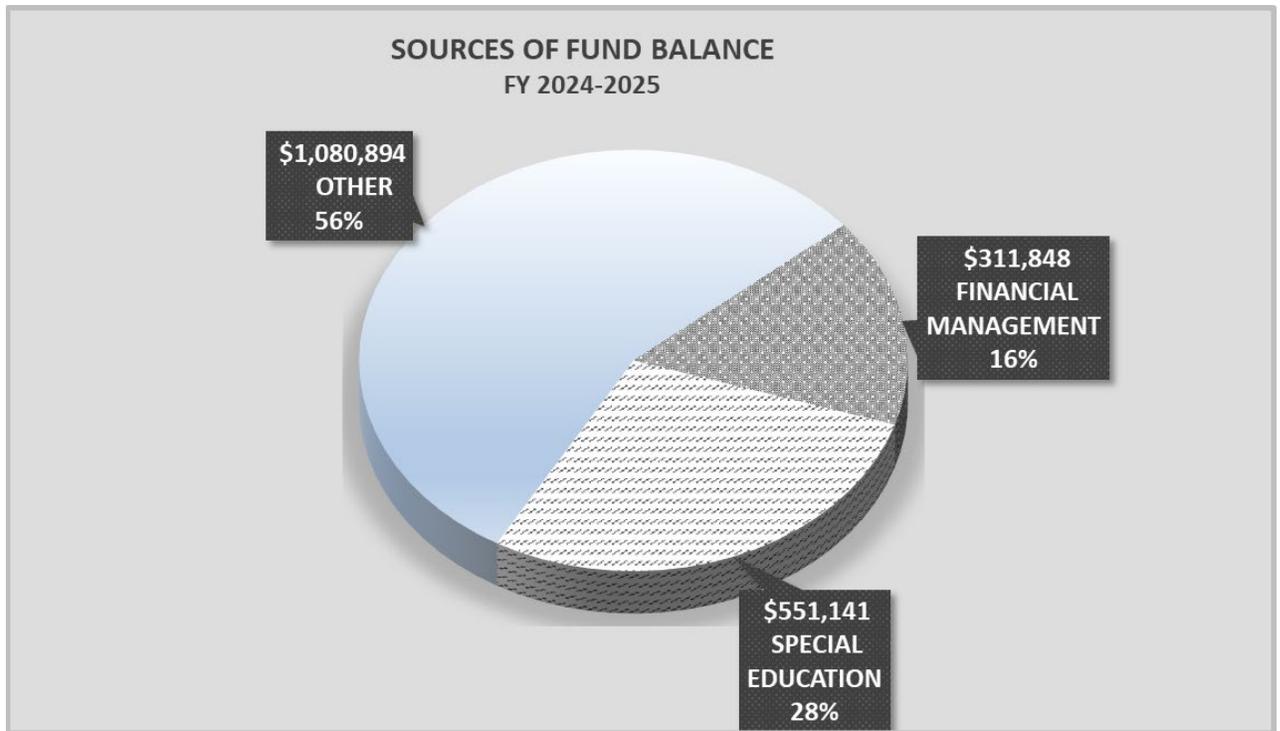
\$42,256 SUPPLIES (OTHER): Instructional supplies are \$63,000 under budget, other supplies are \$11,105 under budget, transportation fuel was under budget \$9,519 and technology supplies are \$13,796 under budget. There was a soft freeze mid-year in response to high medical claims and lower special education reimbursement expected from the State which likely contributed to less spending. These savings were offset by higher electricity costs.

\$59,598 STUDENT TRANSPORTION (OTHER): Transportation costs were lower by \$31,430 for athletic trips, field trips and late runs. There was a reduced cost for a centralize bus to the technical schools, \$28,168.

\$150,600 TECHNICAL AND VOCATIONAL TUITION (OTHER): The State enacted new legislation reducing the tuition for the local board of educations. This change occurred after the budget was set.

\$78,452 INVESTMENT INCOME (OTHER): Investment income was higher than budgeted by \$78,452. It is difficult to predict the interest that will be earned given the fund balance is not known during the budget process.

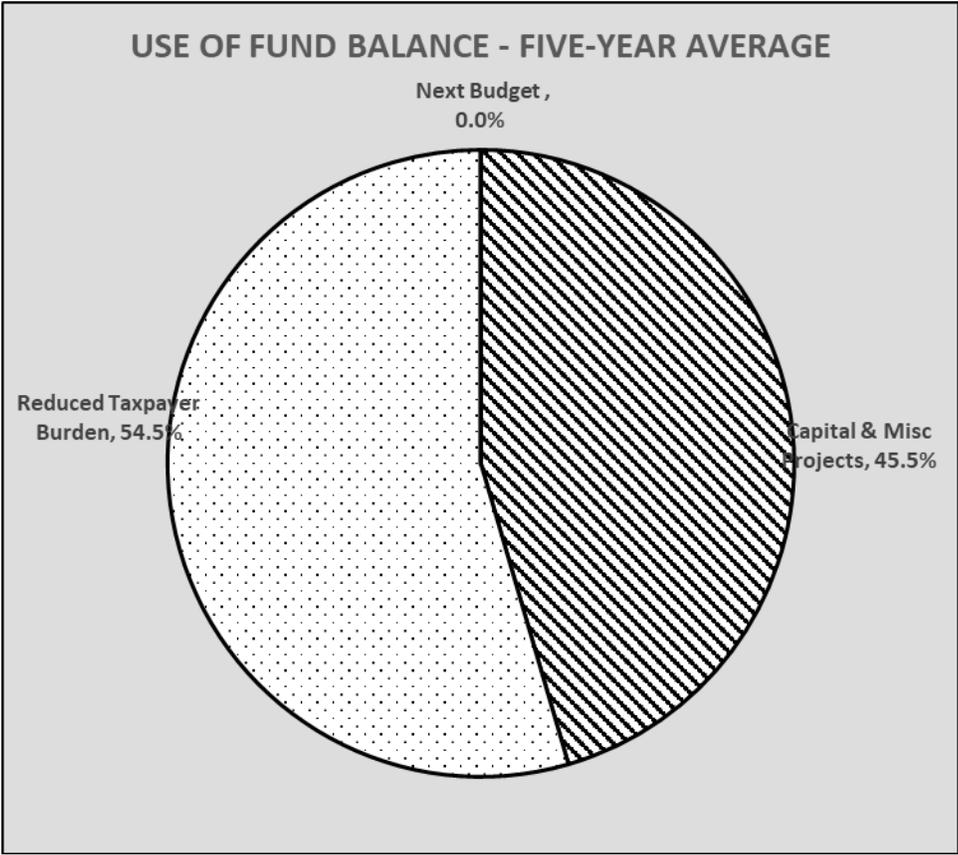
The primary sources of the fund balance are shown graphically below:



The use of the fund balance is proposed as follows:

1. **\$1,129,132 - 2.0% proposed** designation to Educational Expenditure Reserve
2. **\$814,751** – Reduced Towns’ allocation payments in March 2026

The uses of the fund balance are shown graphically below:



Carry Over Funds:

The Board of Education may approve 2.0% or \$1,129,132 of the FY25 surplus transferred to the Educational Expenditure Reserve, the unaudited balance is \$898,604. The FY24 unspent encumbrances of \$83,853 and unspent funds, \$814,751 from FY25 will be subtracted from the Towns' March 2026 allocation payments.

Amity Regional School District No. 5 - Budget Transfers 2025-2026

MONTH/YR	JNL#	ACCOUNT NUMBER & DESCRIPTION	AMOUNT	DESCRIPTION
JUL				
Jul-25	53	1 -05-14-2350-5695 SOFTWARE	\$ (60.00)	TURN IT IN COVERAGE
Jul-25	53	1 -03-11-1005-5695 SOFTWARE	\$ 60.00	TURN IT IN COVERAGE
Jul-25	127	1 -03-11-3202-5330 PROFESSIONAL & TECH SRVC	\$ (680.00)	Hudl Price Increase
Jul-25	127	1 -03-11-3202-5590 OTHER PURCHASED SERVICES	\$ 680.00	Hudl Price Increase
AUG				
Aug-25	5	1 -02-14-2350-5695 SOFTWARE	\$ 60.00	Blookelt On-Line Subscription
Aug-25	5	1 -02-11-1016-5611 INSTRUCTIONAL SUPPLIES	\$ (60.00)	Blookelt On-Line Subscription
Aug-25	6	1 -05-14-2350-5695 SOFTWARE	\$ 1,000.00	Final Forms price increase
Aug-25	6	1 -03-11-3202-5690 OTHER SUPPLIES	\$ (1,000.00)	Final Forms price increase
Aug-25	12	1 -01-11-1009-5611 INSTRUCTIONAL SUPPLIES	\$ (60.00)	PURCHASE DELTAMATH
Aug-25	12	1 -01-14-2350-5695 SOFTWARE	\$ 60.00	PURCHASE DELTAMATH
Aug-25	13	1 -01-11-1014-5611 INSTRUCTIONAL SUPPLIES	\$ (1.00)	CCSS MEMBERSHIP FEE SHORTAGE
Aug-25	13	1 -01-11-1014-5810 DUES & FEES	\$ 1.00	CCSS MEMBERSHIP FEE SHORTAGE
Aug-25	58	1 -03-11-1009-5695 SOFTWARE	\$ 2,900.00	online textbooks-MATH XL
Aug-25	58	1 -03-11-1009-5641 TEXTS & DIGITAL RESOURCES	\$ (2,900.00)	online textbooks-MATH XL
Aug-25	74	1 -02-11-1013-5611 INSTRUCTIONAL SUPPLIES	\$ (12.00)	KAHOOT
Aug-25	74	1 -02-14-2350-5695 SOFTWARE	\$ 12.00	KAHOOT
Aug-25	98	1 -05-13-2213-5611 INSTRUCTIONAL SUPPLIES	\$ (87.00)	birth cert translation
Aug-25	98	1 -05-13-2213-5590 OTHER PURCHASED SERVICES	\$ 87.00	birth cert translation
SEPT				
Sep-25	13	1 -02-1-2220-5330 PROFESSIONAL & TECH SRVC	\$ (1,050.00)	Replace printhead pstr printer
Sep-25	13	1 -02-1-2220-5420 REPAIRS & MAINTENANCE	\$ 1,050.00	Replace printhead pstr printer
Sep-25	80	1 -01-11-1005-5611 INSTRUCTIONAL SUPPLIES	\$ (59.00)	COVER NCTE MEMBERSHIP
Sep-25	80	1 -01-11-1005-55810 DUES & FEES	\$ 59.00	COVER NCTE MEMBERSHIP
Sep-25	99	1 -04-12-1200-5330 PROFESSIONAL & TECH SRVC	\$ 2,200.00	SOS RENEWAL SY 2025-2026
Sep-25	99	1 -04-12-1203-5330 PROFESSIONAL & TECH SRVC	\$ (2,200.00)	SOS RENEWAL SY 2025-2026
Sep-25	102	1 -02-13-2220-5642 TEXTS & DIGITAL RESOURCES	\$ (544.00)	BOOKBREAK MEMBERSHIP
Sep-25	102	1 -02-13-2220-5690 OTHER SUPPLIES	\$ (544.00)	BOOKBREAK MEMBERSHIP
Sep-25	102	1 -02-13-2220-5330 PROFESSIONAL & TECH SRVC	\$ 1,088.00	BOOKBREAK MEMBERSHIP
Sep-25	103	1 -01-13-2220-5611 INSTRUCTIONAL SUPPLIES	\$ (38.00)	BOOKBREAK MEMBERSHIP
Sep-25	103	1 -01-13-2220-5330 PROFESSIONAL & TECH SRVC	\$ 38.00	BOOKBREAK MEMBERSHIP
Sep-25	151	1 -02-13-2220-5642 TEXTS & DIGITAL RESOURCES	\$ (185.00)	CONN. LIB. ASSOC. MEM. DUES
Sep-25	151	1 -02-13-2220-5810 DUES & FEES	\$ 185.00	CONN. LIB. ASSOC. MEM. DUES
Sep-25	162	1 -02-13-2220-5810 DUES & FEES	\$ (40.00)	NON FICTION BOOKS FOR MC
Sep-25	162	1 -02-13-2220-5690 OTHER SUPPLIES	\$ (238.00)	NON FICTION BOOKS FOR MC
Sep-25	162	1 -02-13-2220-5642 TEXTS & DIGITAL RESOURCES	\$ 278.00	NON FICTION BOOKS FOR MC
OCT				
Oct-25	4	1 -01-13-2400-5690 OTHER PURCH SERVICES	\$ (1,150.00)	REMARKABLE TABLET
Oct-25	4	1 -01-13-2400-5731 EQUIPMENT REPLACEMENT	\$ (550.00)	REMARKABLE TABLET
Oct-25	4	1 -01-14-2350-5732 TECHNOLOGY EQUIP REPLACE	\$ 1,700.00	REMARKABLE TABLET
Oct-25	15	1 -04-12-2151-5330 PROFESSIONAL & TECH SRVC	\$ (2,969.00)	VOAG TRANSPORTATION COSTS
Oct-25	15	1 -05-14-2700-5512 TRANSPORTATION VOAG	\$ 2,969.00	VOAG TRANSPORTATION COSTS
Oct-25	16	1 -04-12-2151-5330 PROFESSIONAL & TECH SRVC	\$ (1,501.00)	ECA TRANSPORTATION COSTS
Oct-25	16	1 -05-14-2700-5515 TRANSPORTATION ECA	\$ 1,501.00	ECA TRANSPORTATION COSTS
Oct-25	194	1 -01-13-2400-5690 OTHER SUPPLIES	\$ (1,150.00)	REMARKBLE TABLET-J.TRACY
Oct-25	194	1 -01-13-2400-5731 EQUIPMENT REPLACEMENT	\$ (550.00)	REMARKBLE TABLET-J.TRACY
Oct-25	194	1 -01-14-2350-5732 EQUIP-TECH-NEW	\$ 1,700.00	REMARKBLE TABLET-J.TRACY
NOV				
Nov-25	46	1 -03-11-1007-5730 EQUIPMENT-NEW	\$ 2,000.00	Compost Bins, Bin Roof Supply
Nov-25	46	1 -03-14-2600-5613 CUSTODIAL SUPPLIES	\$ (2,000.00)	Compost Bins, Bin Roof Supply
Nov-25	75	1 -02-13-2220-5642 LIBRARY BOOKS	\$ (400.00)	ADDITION TO DATABASE
Nov-25	75	1 -02-14-2350-5695 SOFTWARE	\$ 400.00	ADDITION TO DATABASE

Amity Regional School District No. 5 - Budget Transfers 2025-2026

MONTH/YR	JNL#	ACCOUNT NUMBER & DESCRIPTION	AMOUNT	DESCRIPTION
Nov-25	76 1	-02-11-1016-5611 INSTRUCTIONAL SUPPLIES	\$ (295.00)	AI WORKSHOP
Nov-25	76 1	-02-13-2400-5581 TRAVEL CONFERENCES	\$ 295.00	AI WORKSHOP
Nov-25	91 1	-01-11-1016-5611 INSTRUCTIONAL SUPPLIES	\$ (295.00)	On-line AI Workshop
Nov-25	91 1	-01-13-2400-5581 TRAVEL CONFERENCES	\$ 295.00	On-line AI Workshop
Nov-25	156 1	-05-13-2213-5111 CERTIFIED SALARIES	\$ (2,500.00)	PL Session Supplies
Nov-25	156 1	-05-13-2213-5590 OTHER PURCHASED SERVICES	\$ 2,500.00	PL Session Supplies
Nov-25	164 1	-01-14-2600-5613 CUSTODIAL SUPPLIES	\$ (1,011.50)	SNOWBLOWER FOR BETHANY
Nov-25	164 1	-01-14-2600-5731 EQUIPMENT-REPLACEMENT	\$ 1,011.50	SNOWBLOWER FOR BETHANY
Nov-25	165 1	-02-14-2600-5613 CUSTODIAL SUPPLIES	\$ (1,011.50)	SNOWBLOWER FOR ORANGE
Nov-25	165 1	-02-14-2600-5731 EQUIPMENT-REPLACEMENT	\$ 1,011.50	SNOWBLOWER FOR ORANGE

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



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

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

To: Jennifer Byars, Ed. D., Superintendent of Schools
From: Theresa Lumas, Director of Finance and Administration
Re: Budget Transfers over \$3,000
Date: December 1, 2025

Special Education:

Mr. Brant is requesting the following budget transfers to cover for contracted agencies providing Special Education Literacy services at AMSB while we look to hire an FTE special education teacher to replace our teacher that resigned from the district in the middle of August and a long-term certified special education substitute to cover a leave of absence. The second set of transfers is for transportation expenses that are higher than anticipated and additional transportation provided under the McKinney-Vento Act.

Motions:

For the Amity Finance Committee:

Recommend the Amity Board of Education approve...

For the Amity Board of Education:

Move to approve this transfer for special education services to cover certified positions that are not filled due to vacancy and leaves of absences.

ACCOUNT NUMBER	ACCOUNT NAME	TO	FROM
05-15-1026-5111	Certified Salaries		\$32,250
04-12-1206-5330	Professional Technical Services	\$32,250	
04-12-6130-5560	Tuition		\$17,850
04-12-1208-5330	Professional Technical Services	\$17,850	

For the Amity Finance Committee:

Recommend the Amity Board of Education approve...

For the Amity Board of Education:

Move to approve this transfer for special education services to cover increased transportation costs.

ACCOUNT NUMBER	ACCOUNT NAME	TO	FROM
04-12-6110-5510	Transportation – Public Out	\$23,616	
04-12-6117-5560	Tuition - ECA		\$15,000
04-12-2151-5330	Professional Technical Services		\$ 8,616
04-12-6116-5510	Transportation – Public In	\$6,310	
04-12-6130-5560	Tuition -Private Out		\$ 6,310

Finance - Substitutes:

The are currently three (3) administrative assistants on leaves of absence. One position has part-time coverage by the special education administrative assistant and the remaining two positions have part-time coverage by an outside agency. A transfer is requested from the substitute salary line to professional services for \$29,237 to cover the part-time coverage in two positions.

Motions:

For the Amity Finance Committee:

Recommend the Amity Board of Education approve...

For the Amity Board of Education:

Move to approve this transfer for coverage for administrative assistants on leaves of absences.

ACCOUNT NUMBER	ACCOUNT NAME	TO	FROM
05-14-2510-5330	Professional Services	\$29,237	
05-15-1026-5112	Classified Salaries		\$29,237

Instruction

School Calendar

The Superintendent of Schools shall recommend school calendars meeting all statutory requirements to the Amity Regional School District No. 5 (ARSD) Board of Education (**Board**) for its review and approval.

The school calendar shall show **beginning and ending dates of school**, school days in each school month, the number of school days in each month, legal and local holidays, **number of teaching days**, ~~staff development~~ **professional learning** days, early closing days, vacation periods, and other pertinent dates, including graduation for students in grade twelve.

The Board recognizes that the Amity community includes individuals of many different faiths and traditions. The Board is committed to treating all such traditions with respect and fairness. The school calendar shall include state and federal legal holidays and may include additional days of observance that have been customarily recognized by the district.

In determining which holidays are designated as non-school days, the Board shall consider legal requirements established under state and federal law, continuity with holidays previously recognized in the school calendar, the effect of potential absences on student attendance, staff availability, and instructional time, and whether reasonable accommodations can meet the needs of those observing the holiday without closing schools.

Requests for the addition of new holidays to the school calendar will be reviewed periodically under this policy and accompanying regulation. The Board reserves the right to limit calendar changes in order to preserve instructional time and maintain compliance with state mandates.

The Board may operate schools on state holidays providing a suitable nonsectarian educational program is held to observe the holiday, except for those holidays that occur in December and January.

The ~~ARSD Board of Education~~, in establishing a graduation date, may establish for any school year a firm graduation date which is no earlier than the one-hundred eightieth day ~~in the adopted school calendar~~ **noted in the school calendar originally adopted by the Board for that school year.**

The ~~ARSD Board of Education~~ may take into consideration the Regional Education Service Center (RESC) developed and approved uniform regional school calendar, as well as those calendars developed by the sending elementary school districts when approving the school calendar.

(cf. 6146 - Graduation Requirements)

Legal Reference: Connecticut General Statutes

1-4 Days designated as legal holidays

Policy Revised:

AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Instruction

School Calendar

~~10-15 Towns to maintain schools, as amended by PA 11-85, An Act Concerning the Achievement Gap~~

10-29a Certain days to be proclaimed by governor. Distribution and number of proclamations

10-261 Definitions

~~10-16l Establishment of graduation date. (as amended by PA 19-195) PA-13-247, An Act Implementing Provisions of the State Budget for the Biennium Ending June 30, 2015~~

~~Concerning General Government, Sections 321-324~~

~~PA 14-38, An Act Concerning the Recommendations of the Uniform Regional School Calendar Task Force~~

10-66q Development and adoption of uniform regional school calendar. Report. (as amended by PA 17-220)

~~PA 19-195 An Act Concerning the Establishment of a Firm Graduation Date and the Date When a School District May Commence School Sessions~~

PA 22-47 An Act Concerning Children's Mental Health

PA 22-128 An Act Establishing Juneteenth Independence Day as a Legal Holiday

Personnel

Recruitment and Selection of Administrative Staff

In accordance with Connecticut General Statutes §10-151, the Amity Regional School District No. 5 (District) Board of Education (Board) delegates to the Superintendent the authority to employ all certified professional staff below the rank of superintendent, including school administrators, supervisors, and directors, as well as certified and non-certified support staff.

The Superintendent, as the chief executive officer of the Board, shall be responsible for providing the professional leadership and administrative skill necessary to translate the Board's goals and policies into effective educational practice. In fulfilling this role, the Board recognizes the Superintendent's responsibility for leading and maintaining a highly qualified administrative team.

The Superintendent shall be responsible for posting administrative positions, recruiting, and screening candidates. When conducting an administrative search, the Superintendent shall keep the Board of Education informed and may solicit advice regarding desired leadership qualities or district needs. When appropriate, and as agreed upon by the Board and the Superintendent, members of the Board shall be invited to participate in the interview or selection process.

Upon appointment of an administrator, the Superintendent shall inform the Board of Education of the appointment at the next regular or special meeting of the Board. Such notification shall include the title of the position, the appointee's name, and a brief summary of the individual's professional background.

All appointments shall be made in accordance with state law, Board policies, applicable collective bargaining agreements, and equal employment opportunity requirements.

Legal Reference: Connecticut General Statutes
 10-151 Employment of teachers. Notice and hearing on termination of contract (as amended by P.A. 12-116 An Act Concerning Educational Reform)

 10-153 Discrimination on account of marital status.

 10-183v Reemployment of teachers, as amended by P.A. 10-111, An Act Concerning Education Reform in Connecticut, P.A. 16-91, An Act Making Changes to the Teachers' Retirement System, and PA 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes and PA 18-42 An Act Concerning a Provision Concerning Reemployment of Certain Teachers.

 10-220 Duties of Boards of Education.

 31-126 Unfair Employment Practices.

Policy Updated:

AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Personnel

Recruitment and Selection of Administrative Staff

46a-60 Discriminatory employment practices prohibited.

Title IV Equal Employment Opportunities.

34 C.F.R. 200.55 Federal Regulations.

P.L. 114-95 Every Student Succeeds Act, S.1177-55, 56.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Student wellness, including good nutrition and physical activity, shall be promoted in the district's educational program, school activities, and meal programs. In accordance with federal and state law, it is the policy of the Amity Regional School District No. 5 (District) Board of Education (Board) to provide students access to healthy foods and beverages; provide opportunities for developmentally appropriate physical activity; and require all meals served by the District meet or exceed the federal nutritional guidelines issued by the U.S. Department of Agriculture and the "Connecticut Nutrition Standards for Foods in Schools," whichever are greater. This policy shall be interpreted consistently with Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296).

In developing goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness, the District will, as required, review and consider evidence-based strategies and techniques.

Goals for Nutrition Promotion and Education

The goals for addressing nutrition education include the following:

- Schools will support and promote good nutrition for students consistent with applicable federal and state requirements and guidelines.
- Schools will foster the positive relationship between good nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive standards-based school health education curriculum and will be integrated into other classroom content areas, as appropriate. Schools will link nutrition education activities with existing coordinated health programs or other comparable comprehensive school health promotion frameworks.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education will be taught in grades 7-11 and shall include a standards-based, developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle.
- Unless otherwise exempted, all students will be required to engage in the District's physical education program.
- Walking and bicycling to schools, where safe to do so, are supported by the Board.

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

Goals for Social-Emotional Wellness

- A comprehensive, school-wide system of social-emotional learning and behavioral supports will be offered to all students grades 7-12.
- Research based programs that support social-emotional development will be implemented and provided to all students grades 7-12.

Nutrition Guidelines for Foods Available in Schools

Students will be offered and schools will promote nutritious food choices consistent with the current Dietary Guidelines for Americans and My Plate, published jointly by the U.S. Department of Health and Human Services and the Department of Agriculture, and guidelines promulgated by the Connecticut Department of Education ("Connecticut Nutrition Standards for Foods in Schools") in addition to federal and state statutes.

The focus is on moderating calories, limiting fats, sodium and sugars and increasing consumption of nutrient-rich foods such as fruits, vegetables, whole grains, low-fat dairy, lean meats and legumes. In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall establish such administrative procedures to control food and beverage sales that compete with the District's nonprofit food service in compliance with the Child Nutrition Act. The District shall prohibit the sale of foods of minimal nutritional value as defined by the U.S. Department of Agriculture and will ensure that all foods sold to students separately from school meals meet the Connecticut Nutrition Standards. All beverages sold to students on school premises will be healthy choices that meet the requirements of state statute and USDA beverage requirements.

All sources of food sales to students at school must comply with the "Connecticut Nutrition Standards for Food in Schools" including, but not limited to, cafeteria a la carte sales, vending machines, school stores and fundraisers. The District shall ensure that all beverages sold to students comply with the requirements of state statute and USDA beverage requirements. The stricter requirements where different between the state and federal regulations must be followed. The District shall ensure compliance with allowable time frames for the sale of competitive foods as specified by state law.

Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Marketing

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA "Smart Snacks in School" nutrition standards. Food

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

and beverage marketing is defined as advertising and other promotions in schools. Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. As the District/School Nutrition Services/Athletic Department/PTSO reviews existing contracts and considers new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

Monitoring

The Board designates the Superintendent or their designee to ensure compliance with this policy and its administrative regulations. They are responsible for retaining all documentation of compliance with this policy and its regulations, including, but not limited to, each school's three-year assessment and evaluation report and this wellness policy and plan. The Superintendent will also be responsible for public notification of the three-year assessment and evaluation report, including any updates to this policy made as a result of the Board's three-year assessment and evaluation.

The District shall develop a plan designed to achieve the involvement requirements in the development, implementation, monitoring, and assessment of this policy.

The Superintendent or designee shall provide periodic implementation data and/or reports to the Board concerning this policy's implementation sufficient to allow the Board to monitor and adjust the policy. The District, as required, will retain records and documents pertaining to the wellness policy which shall include the written school wellness policy, documentation demonstrating compliance with community involvement requirements, documentation of the triennial assessment of the wellness policy and documentation to demonstrate compliance with the annual public notification requirement.

Community Input

The Superintendent or designee will provide opportunities and invite suggestions and comments concerning the development, implementation, periodic review and improvement of the school wellness policy from community members, including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, members of the Board of Education, school administrators, and the public. This is best achieved through the establishment of a standing wellness committee, with membership as listed above. Efforts shall be made to improve community involvement.

Evaluation of Wellness Policy

In an effort to measure the implementation of this policy, the Board of Education designates the Assistant Superintendent as the District Wellness Committee Chairperson who will be

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

responsible for ensuring that each school meets the goals outlined in this policy. To ensure continuing progress, the District will evaluate implementation efforts and their impact on students and staff at least every three years.

The District will make available to the public an assessment of the implementation, including the extent to which the schools are in compliance with policy and a description of the progress being made in attaining the goals of this policy.

(cf. 3542 – Purpose and Facilities: Food Service)

(cf. 3542.33 – Food Sales Other Than National School Lunch Program)

(cf. 3452.45 - Vending Machines)

Legal Reference: Connecticut General Statutes

10-16b Prescribed courses of study.

10 215 Lunches, breakfasts and the feeding programs for public school children and employees.

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

10-215a Non public school participation in feeding program.

10-215b Duties of state board of education re: feeding programs.

10-216 Payment of expenses.

10-215e Nutrition standards for food that is not part of lunch or breakfast program.

10-215f Certification that food meets nutrition standards.

10-221o Lunch periods. Recess.

10-221p Boards to make available for purchase nutritious, low-fat foods.

10-221q Sale of beverages.

Regulations of Connecticut State Agencies

10-215b-1 Competitive foods.

Policy Revised:

AMITY REGIONAL SCHOOL DISTRICT NO. 5
Woodbridge, Connecticut

Instruction

Student Nutrition and Physical Activity (School Wellness Policy)

10-215b-23 Income from the sale of food items.

National School Lunch Program and School Breakfast Program;
Competitive Food Services. (7 CFR Parts 210.11 and 220.12,)

The Child Nutrition and WIC Reauthorization Act of 2004, Public Law
108-265

Nutrition Standards in the National School Lunch and School Breakfast
Programs, 7 CFR Parts 210 & 220

Healthy, Hunger-Free Kids Act of 2010, P.L. 111-296, 42 U.S.C. 1751

Child Nutrition Act of 1966 (as amended by P.L. 108-269, July 2, 2004)

School Breakfast Program, 7 C.F.R. Part 220 (2006)

National School Lunch Program or School Breakfast Program: Nutrition
Standards for All Foods Sold in School (Federal Register, Vol. 78, No.
125, June 28, 2013)

Child Nutrition Programs: Flexibilities for Milk, Whole Grains and
Sodium Requirements (Federal Register, Vol. 83, No. 238, December 12,
2018)

Local School Wellness Policy Requirements, 42 U.S.C. 1758b

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



Dr. Jennifer P. Byars
Superintendent of Schools

jennifer.byars@amityregion5.org
203.392.2106

December 8, 2025

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

+ NEW HIRES-CERTIFIED:

- Amity Regional High School: NONE
- Amity Regional Middle School – Bethany: NONE
- Amity Regional Middle School – Orange: NONE

+ NEW HIRES-BENCH/LONG TERM SUBSTITUTES/TUTORS: NONE

+ NEW HIRES-NON-CERTIFIED: NONE

+ NEW HIRES-COACHES:

Taryn Sheehan – Girls Basketball Coach – 2025 Winter Season – Amity Middle School-Bethany
Michael Ames – Boys Basketball Coach – 2025 Winter Season – Amity Middle School-Bethany
Rita King – Girls Varsity Tennis Coach – 2026 Spring Season – Amity Regional High School
Eric Mills – Assistant Baseball Coach – 2026 Spring Season – Amity Regional High School

+ TRANSFERS: NONE

+ RESIGNATIONS:

Elizabeth Peterson – Paraprofessional – Amity Regional High School, eff 11/7/2025
James Mas – Asst. Varsity Girls Cross Country and Asst Varsity Girls Track Coach - ARHS, eff 11/8/25
Tyshawn Cannon – Asst. Girls Lacrosse Coach – Amity Regional High School, eff 11/10/25
Emily Erne – Asst. Girls Lacrosse Coach – Amity Regional High School, eff 11/10/25
Kevin Donovan – Asst. Boys Lacrosse Coach – Amity Regional High School, eff 11/18/25

+ RETIREMENTS: NONE