



GOODWIN UNIVERSITY MAGNET SCHOOL SYSTEM, INC.

Meeting of the Board of Directors

Thursday, April 23, 2026 at 4:00PM

Virtual Meeting via Zoom: [Access Zoom Meeting Here](#)

- 1. Call to Order**
- 2. Public Comment**
- 3. Consent Agenda**
 - a. Approval of GUMS Board Minutes of January 29, 2026
- 4. Business Requiring Action**
 - a. GUMS Resolution 26-03 – Corporate Resolution to Appoint a Director to the Goodwin University Magnet Schools, Inc. Board of Directors
 - b. Presentation and approval of Connecticut Healthy Food Certification (HFC)
 - i. Step 1: Approval of HFC Participation
 - ii. Step 2: Approval of Food and Beverage Exemptions
 - c. GUMS Resolution 26-04 – Corporate Resolution to Approve Goodwin University Magnet School System Policies
 - i. Presentation and approval of the following Goodwin University Magnet School System Policies:
 - a. Revised Policy 1004 - Non-Discrimination (Community)
 - b. New Policy 6012 - Instruction - Library Collection, Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration
 - d. GUMS Resolution 26-05 – Corporate Resolution to Approve the 2026-2027 Goodwin University Magnet School System Budget
 - i. Presentation and approval of the 2026-2027 Goodwin University Magnet School System Budget: Attachment A - School Year 2026-2027 Proposed Spending

Business Requiring Action - cont'd

- e. GUMS Resolution 26-06 – Corporate Resolution to Approve the 2026-2027 Goodwin University Magnet School System Child Nutrition Program Budget
 - i. Presentation and approval of the 2026-2027 Goodwin University Magnet School System Child Nutrition Program Budget

5. Superintendent and Staff Updates

6. Reminder of Future Meeting Dates

- a. June 17, 2026

7. Adjournment



GOODWIN UNIVERSITY MAGNET SCHOOL SYSTEM, INC.

Meeting of the Board of Directors

Thursday, January 29, 2026 at 4:00PM

Virtual Meeting via Zoom

Members Present: Jackie Jacoby, Todd Andrews, Lee Anne Housley, Megan Mehr, Eddie Meyer

Members Absent: Merilee DeJohn and Mark Scheinberg;

Staff Present: Sal Menzo, Sarah Burke, David Daye, Theresa Ekstrom, J.T. Foster, Jessica Gomez-Bedosky, Gina Juliano, Dan Moleti, Windy Peterson, Kevin Skrodzki and Jenna Toner;

Guests Presents: Students Maheen Saeed and Mila Garcia

1. Call to Order

The meeting was called to order at 4:00 p.m. by Jackie Jacoby.

2. Public Comment

There was no Public Comment.

3. Consent Agenda

a. Approval of GUMS Board Minutes of October 30, 2025

Minutes of October 30, 2025 were reviewed by the Board.

Todd Andrews motioned to approve the minutes. Megan Mehr seconded the motion. The motion passed unanimously.

4. Superintendent and Staff Updates

a. Superintendent Advisory Council

i. Preparation for Legislative Session

Dr. Menzo provided a brief description of the Superintendent Advisory Council and the work and conversations that the administrators and students are participating in to prepare for the legislative session. He also took a moment to thank union president Gina Juliano for her support of the "Take Your Legislator to Work" program, her understanding of the voices of our teachers and her advocacy on behalf of GUMSS.

Students Maheen Saeed (CTRA - Grade 12) and Mila Garcia (RiverTech - Grade 9) were present and shared why they chose a magnet school, the work of their advisory groups and how they are preparing for the legislative session.

Discussion followed regarding what to expect from the legislative session, additional preparation suggestions and feedback from Mila and Maheen on their experiences at GUMS.

Students left the meeting at 4:19 p.m.

b. Announcements

Sal Menzo reported that following the advisory meetings, he meets with five (5) RiverTech students and the architects to discuss how the new building is coming along. At the last meeting students received their vests and hard hats and at next month's meeting (weather permitting) they will have the opportunity to enter the new building.

5. Business Requiring Action

a. GUMS Resolution 26-01 – Corporate Resolution to Approve Goodwin University Magnet Schools System Policy

i. Presentation and approval of the following Goodwin University Magnet Schools System Policies:

a. Revised Policy 1006 – School Security and Safety

David Daye presented Revised Policy 1006 - School Security and Safety. The material change to this policy is that Connecticut's Schools Security and Safety plans must now include protocols for interactions with Federal Immigration Authorities; identify designated administrators for such interactions; schools must verify the authorities identification and warrant, consult with legal counsel and maintain a calm environment. Mr. Daye shared that this practice was already included in this year's safety plan.

Lee Ann Housley motioned to approve Resolution 26-01 a. Revised Policy 1006 – Security and Safety Plan. Eddie Meyer seconded the motion. The motion passed unanimously.

b. Revised Policy 1011 – Visitors

Jessica Gomez-Bedosky presented Revised Policy 1011 – Visitors. This policy also includes information about ICE and immigration coming to the buildings. There is an internal document that is shared with administrators which provides specific processes should any of these officers come to the schools. The visitors policy is meant to ensure that we have regulations about who is engaging with our students, especially those that are coming repeatedly to the buildings.

Eddie Meyer motioned to approve Resolution 26-01 - b. Revised Policy 1011 – Visitors. Megan Mehr seconded the motion.

Questions and discussions followed regarding whether there was guidance from the State on the ICE and immigration changes to the policy and clarification of the designated administrator process.

The motion passed unanimously.

c. Revised Policy 6002 – Curricular Exemptions

Jessica Gomez-Bedosky presented Revised Policy 6002 - Curricular Exemptions. The only change to this policy is that we have added lgbtq+ books and curricular to the list of topics that families can request curriculum exemptions from. The policy states how they would request the exemption; which is through a written request to the principal, and an alternate assignment would be provided that directly relates to the discussion.

Eddie Meyer motioned to approve Resolution 26-01 - c. Revised Policy 6002 – Curricular Exemptions. Megan Mehr seconded the motion.

Questions and discussions followed regarding how parents know when to contact the administration about curricular exemptions, the number of the requests received and if this change is state or federally driven.

The motion passed unanimously.

d. Revised Policy 6007 – Parental Access to Instructional Material

Jessica Gomez-Bedosky presented Revised Policy 6007 - Parental Access to Instructional Material. As of the 26-27 school year parents will have access to the scope and sequences for every class taught. This information will be posted on the website so that families have access to the units of instruction. This will not include assessments or tests, but it will have some detail in terms of unit of instruction.

Lee Ann Housley motioned to approve Resolution 26-01 - d. Revised Policy 6007 – Parental Access to Instructional Material. Megan Mehr seconded the motion.

Questions and discussions followed regarding how the elementary curriculum would be posted and the benefits of having this information available to parents and teachers.

The motion passed unanimously.

5. Business Requiring Action

b. GUMS Resolution 26-02 – Corporate Resolution to Approve the 2026-2027 Goodwin University Magnet School System Academic Calendar

i. Presentation and approval of the 2026 - 2027 Goodwin University Magnet School System Academic Calendar

Dan Moleti presented the 2026-2027 Goodwin University Magnet School System Academic Calendar. Changes to the calendar include: there will be 182 school days as opposed to 180 days; we have stayed within the teachers contract of 188 work days, with six (6) full professional development days and 182 work days; there will be a shorter winter break allowing for flexibility in June; there are 11 early release days instead of 12, student conferences remain the same as this year and align with trimesters and quarters at RMS, CTRA and RiverTech and Wellness has been moved back to March.

Discussion followed the presentation regarding the addition of wording explaining how snow days affect the calendar and vacations.

Todd Andrews motioned to approve GUMS Resolution 26-02 – Corporate Resolution to approve the 2026-2027 Goodwin University Magnet School System Academic Calendar with modified language related to snow days. Eddie Meyer seconded the motion. The motion passed unanimously.

6. GUMS Board of Directors 2025-2026 Meeting Dates

- a. April 23, 2026
- b. June 17, 2026

Dr. Menzo took a moment to thank the teaching staff, central office staff, and building-level administrators. A special thanks went to Wendy Peterson for her excellent work in the interim director role at RMS and to Theresa Ekstrom for stepping out of her coaching role to serve as assistant director at CTRA.

Jackie Jacoby shared that she and the board are happy to be a part of the work of the district. She also shared that she and Sal hope to introduce a new GUMS Board member at the next Board meeting.

7. Adjournment

With no other business to come before the board. Megan Mehr motioned to adjourn the meeting at 4:45 p.m. Todd Andrews seconded the motion. The motion passed unanimously.

Meeting Minutes Recorded by:

Susan Everett

Susan Everett

GUMSS Board Recording Secretary



GUMS Resolution 26-03

CORPORATE RESOLUTION TO RECOMMEND NEW DIRECTOR OF GOODWIN UNIVERSITY MAGNET SCHOOLS, INC.

The Undersigned Secretary of Goodwin University Magnet Schools, Inc. hereby certifies that the following resolution was duly adopted by the Goodwin University Magnet Schools Board on April 23, 2026, and that such resolution has not been modified or rescinded as of the date hereof:

WHEREAS, in accordance with the Corporate Bylaws of Goodwin University Magnet Schools (GUMS) the Board shall appoint all Directors of Goodwin University Magnet Schools Inc. and

NOW THEREFORE, BE IT

RESOLVED, the Goodwin University Magnet School Board would like to recommend the appointment of Susan Johnson, as a Director on the GUMS Board, with a term in accordance with the GUES Bylaws.

Signed: _____

Todd Andrews, Secretary

Date: _____

Signed: _____

Jacqueline Jacoby, Chair

Date: _____



Business Requiring Action

b. Presentation and approval of Connecticut Healthy Food Certification (HFC)

The Healthy Food Certification (HFC) statute (C.G.S. Section 10-215f) requires that each local board of education or governing authority (the Board) for public schools participating in the National School Lunch Program (NSLP) each year must certify whether all food items sold to students (separately from reimbursable meals) will or will not meet the Connecticut Nutrition Standards (CNS). The Board must complete a vote on the required motion language by July 1, 2026, or the Board will not be eligible for HFC during SY 2026-27 (July 1, 2026, through June 30, 2027). Required healthy food option vote for all Boards of Education, which implements the healthy food option of C.G.S. Section 10-215f. The motion and board-approved meeting minutes must include the exact language below:

The motions below must be read exactly as written.

Motion/Vote 1:

Required vote for participation in healthy food option of HFC Pursuant to C.G.S. Section 10-215f, the Goodwin University Magnet School System certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, **will comply with the Connecticut Nutrition Standards** during the period of July 1, 2026, through June 30, 2027. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

Motion/Vote 2:

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

NON-DISCRIMINATION

It is the policy of the Board of Education (the “Board”) that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics, as well as the district website. It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, ancestry, alienage, disability, pregnancy, gender identity or expression, or veteran status.

For the purposes of this policy, “gender identity or expression” means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, “veteran” means any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard. “Qualifying condition” means (A) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, (B) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of

Veterans Affairs facility, or (C) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

For the purposes of this policy, “race” is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.

Any individual wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board’s complaint procedures and complaint form that are included in the Board’s Administrative Regulations Regarding Non-Discrimination. These regulations accompany Board Policy #_1004_ and are available online at <https://www.goodwinmagnetsystem.org/district/boards-of-education/board-policy> or upon request from the main office of any district school.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled in accordance with other appropriate policies (e.g., Policy #4020 , Sex Discrimination/Harassment in the Workplace ; Policy #5031, Sex Discrimination and Sexual Harassment (Students); Policy 4019, Section 504/ADA (Personnel), and Policy #5023, Section 504/ADA (Students)).

Individuals also may file a complaint with the Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109- 3921
(617-289-0111)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination or harassment with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Individuals may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Anyone who has questions or concerns about this policy, and/or who may wish to request or discuss accommodations based on religion, and/or who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment, may contact:

Dr. Salvatore Menzo
Superintendent
417 Main St., East Hartford, CT
860-817-4119

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact the Board's Title IX Coordinator:

Dr. Salvatore Menzo
Superintendent
417 Main St., East Hartford, CT
860-817-4119

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the Board's Section 504/ADA Coordinator:

Sarah Burke
Assistant Superintendent of Student Support Services
417 Main St., East Hartford, CT
860-893-3818

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794

Connecticut General Statutes § 1-1n, "Gender Identity or Expression"
defined
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51, Definitions
Connecticut General Statutes § 46a-58, Deprivation of rights
Connecticut Fair Employment Practices Act, Connecticut General
Statutes § 46a-60
Connecticut General Statutes § 46a-81a, Sexual orientation
discrimination: Definitions
Connecticut General Statutes § 46a-81c, Sexual orientation
discrimination: Employment
Public Act No. 21-79, "An Act Redefining 'Veteran' and Establishing a
Qualifying Review Board"

ADOPTED: 4.20.23
REVISED: 10.26.2023

6/28/2021

**ADMINISTRATIVE REGULATIONS REGARDING DISCRIMINATION
COMPLAINTS (COMMUNITY MEMBERS)**

It is the policy of the Goodwin University Magnet School System Board of Education (the “Board”) that any form of discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status is forbidden, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

It is the express policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled, as appropriate, in accordance with other Board policies (e.g., Policy #4020, Sex Discrimination/Harassment in the Workplace (Personnel); Policy #5031, Sex Discrimination and Sexual Harassment (Students); Policy #4019, Section 504/ADA (Personnel), and Policy #4023, Section 504/ADA (Students)).

Preferably, complaints should be filed within thirty (30) calendar days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. The district will investigate such complaints promptly and equitably, and will take corrective action when allegations are verified.

The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of harassment or discrimination on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status. Any such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.

The school district will periodically provide staff development for district administrators and periodically distribute this policy and implement administrative

regulations to staff and students in an effort to maintain an environment free of harassment and discrimination.

Complaint Procedure

As soon as an individual feels that they has been subjected to discrimination or harassment on the basis of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status they should make a written complaint to the Superintendent, or designee.

If the complaint being filed is against the Superintendent, the complaint should be filed with the Board Chair, who will take appropriate steps, such as retaining an independent investigator, to cause the matter to be investigated in a manner consistent with the Board's non-discrimination policy and regulation. If either the Superintendent or any other party to the complaint is not satisfied with the findings and conclusions of the investigation, within (30) calendar days of receiving the findings, such party may present the complaint and written outcome to the Board Chair, who will take appropriate steps, such as retaining an independent investigator different from the investigator who investigated the complaint, to cause the matter to be reviewed in a manner consistent with the Board's non-discrimination policy and regulation.

The individual and any respondent (if applicable) will be provided a copy of the Board's policy and regulation and made aware of the individual's rights under this policy and regulation. In the event the Superintendent or designee receives a complaint alleging discrimination or harassment based on gender/sex, gender identity, sexual orientation, disability, or pregnancy, the Superintendent or designee shall follow the procedures identified in the appropriate Board policies 4020, Sex Discrimination/Harassment in the Workplace (Personnel); Policy #5031 Sex Discrimination and Sexual Harassment (Students); Policy #4019, Section 504/ADA (Personnel), and Policy #5023, Section 504/ADA (Students)), where applicable, rather than the complaint procedures provided in this policy.

The complaint should state the:

- A. Name of the complainant,
- B. Date of the complaint,
- C. Date(s) of the alleged harassment/discrimination,
- D. Name(s) of the harasser(s) or discriminator(s),
- E. Location where such harassment/discrimination occurred,
- F. Names of any witness(es) to the harassment/discrimination,

G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and

H. Proposed remedy.

Any individual who makes an oral complaint of harassment or discrimination will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. If an individual is unable to make a written complaint, the staff member receiving the oral complaint will either reduce the complaint to writing or assist the individual with completing the written complaint form.

All complaints received by staff members are to be forwarded immediately to the Superintendent or designee. Upon receipt of a complaint alleging harassment or discrimination under this complaint procedure, the Superintendent or designee shall promptly investigate the complaint. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the complainant, the alleged harasser/discriminator ("respondent") and any witnesses to the conduct. Complaints will be investigated promptly within the timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and/or other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible, as determined by the investigator.

Upon receipt of a written complaint of discrimination or harassment, the investigator should:

1. Offer to meet with the complainant and respondent (if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) to discuss the nature of the complaint, identify individuals the complainant believes has relevant information, and obtain any relevant documents the complainant may have;
2. Provide the complainant and respondent (if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;
3. Investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
4. Conduct an investigation that is adequate, reliable, and impartial. Investigate the factual basis for the complaint, including conducting interviews with

individuals with information and review of documents relevant to the complaint;

5. Maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
6. Communicate the outcome of the investigation in writing to the complainant and respondent (if any) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) from the date the complaint was received by the Superintendent's office. The complainant and respondent (if any) shall be notified of any extension of the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the district will remedy the discrimination or harassment, adhering to the requirements of state and federal law;
7. If a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of staff and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant and respondent (if any) will receive notice and interim measures may be implemented as necessary (see sub-paragraph 6);
8. Whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the discrimination or harassment. Corrective action should include steps to avoid continuing discrimination or harassment;
9. If either party to the complaint is not satisfied with the findings and conclusions of the investigation, such party may present the complaint and written outcome to the Superintendent within thirty (30) calendar days of receiving the findings. Upon review of a written request from the party requesting an appeal, the Superintendent shall review the investigative results of the investigator and determine if further action and/or investigation is warranted. Such action may include consultation with a designated investigator (if applicable), complainant, and respondent (if any) and meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling a designated investigator's conclusions or findings (if applicable). The Superintendent shall provide written notice to the complainant and respondent (if any) of the proposed actions within fifteen (15) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the

complexity of the investigation, and/or other extenuating circumstances)
following the receipt of the written request for review.

A complainant alleging discrimination or harassment may file a formal complaint with the Boston Office, Office for Civil Rights, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921 (TELEPHONE NUMBER: 617-289-0111).

A complainant may also file a complaint with the Connecticut Commission on Human Rights and Opportunities, 450 Columbus Blvd., Hartford, CT 06103-1835 (TELEPHONE NUMBER: 860-541-3400).

An employee alleging discrimination or harassment related to their employment may also file a complaint with the Equal Employment Opportunity Commission, Boston Area Office, John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203 (TELEPHONE NUMBER: 800-669-4000).

Anyone who has questions or concerns about these regulations, and/or who may wish to request or discuss accommodations based on religion, may contact:

Dr. Salvatore Menzo
Superintendent
417 Main St., East Hartford, CT
860-817-4119

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact the Board's Title IX Coordinator:

Dr. Salvatore Menzo
Superintendent
417 Main St., East Hartford, CT
860-817-4119

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the Board's Section 504/ADA Coordinator:

Sarah Burke
Assistant Superintendent of Student Support Services
417 Main St., East Hartford, CT
860-893-3818

6/28/2021

DISCRIMINATION/HARASSMENT COMPLAINT FORM

(For complaints based on race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status)

Name of the complainant _____

Date of the complaint _____

Date of the alleged discrimination/harassment _____

Name or names of the discriminator(s) or harasser(s) _____

Location where such discrimination/harassment occurred _____

Name(s) of any witness(es) to the discrimination/harassment _____

Detailed statement of the circumstances constituting the alleged discrimination or harassment _____

Proposed remedy: _____

6/28/2021



Series 1000
Policy 1004
Community/Board Operation

NON-DISCRIMINATION

It is the policy of the **Goodwin University Magnet Schools** Board of Education (the "Board") that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, status *as a victim of domestic violence, sexual assault, or human trafficking, or any other basis prohibited by state or federal law ("Protected Class") is prohibited in the Goodwin University Magnet Schools System (the "District"), whether by students, Board employees, Board members or third parties subject to the control of the Board, subject to the conditions and limitations established by law.* The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics, school-sponsored activities, as well as the *District website. When the Board has created a limited public forum, the Board shall provide equal access to the Boy Scouts and other groups as required by law.*

Retaliation Prohibited:

The Board further prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual's association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment, and is therefore prohibited by this policy.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities) are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

Definitions:

The following definitions apply for purposes of this policy:

A. Discrimination: Discrimination in violation of this policy occurs when an individual is denied participation in, or the benefits of, a program or activity of the Board because of such individual's actual or perceived membership in a Protected Class.

B. Harassment: Harassment is a form of Protected Class discrimination that is prohibited by law and by this policy. Harassment constitutes unlawful discrimination when it creates a hostile environment, which occurs when the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit an individual's ability to participate in or benefit from the services, activities, or opportunities offered by the District.

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);*
- other words or phrases considered demeaning or degrading on the basis of Protected Class membership;*
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;*
- graphic, written or electronic communications that are harmful or humiliating based on Protected Class membership;*
- bigoted conduct or communications; or*
- physical, written, electronic or verbal threats based on Protected Class membership.*

Harassment does not have to involve intent to harm, be directed toward a specific person, or involve repeated incidents. Sexual harassment is a form of harassment that is

prohibited by law and Board policy. For more information regarding harassment based on sex, sexual orientation, pregnancy, or gender identity or expression, contact the District's Title IX Coordinator at:

Dan Moleti
Assistant Superintendent of Human Resources and Talent
417 Main Street, East Hartford, CT 06118
860-913-2225

*C. Gender identity or expression: Gender identity or **expression** refers to a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.*

D. Sexual orientation: Sexual orientation refers to a person's identity in relation to the gender or genders to which they are romantically, emotionally or sexually attracted, inclusive of any identity that a person (i) may have previously expressed, or (ii) is perceived by another person to hold.

E. Veteran: A veteran is any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on a qualifying condition from active service in the United States Army, Navy, Marine Corps, Coast Guard, Air Force, and Space Force and any reserve component thereof, including the Connecticut National Guard. "Qualifying condition" means (i) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, (ii) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or (iii) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Conn. Gen. Stat. §§ 27-103(c), (d).

*F. Race: The term **race** is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.*

G. Domestic violence: Domestic violence means (1) a continuous threat of present physical pain or physical injury against a family or household member, as defined in Conn. Gen. Stat. § 46b-38a; (2) stalking, including but not limited to, stalking as

described in Conn. Gen. Stat. § 53a-181d, of such family or household member; (3) a pattern of threatening, including but not limited to, a pattern of threatening as described in Conn. Gen. Stat. § 53a-62, of such family or household member or a any of the following: (a) isolating the family or household member from friends, relatives or other sources of support; (b) depriving the family or household member of basic necessities; (c) controlling, regulating or monitoring the family or household member's movements, communications, daily behavior, finances, economic resources or access to services; (d) compelling the family or household member by force, threat or intimidation, including, but not limited to, threats based on actual or suspected immigration status, to (i) engage in conduct from which such family or household member has a right to abstain, or (ii) abstain from conduct that such family or household member has a right to pursue; (e) committing or threatening to commit cruelty to animals that intimidates the family or household member; or (f) forced sex acts, or threats of a sexual nature, including, but not limited to, threatened acts of sexual conduct, threats based on a person's sexuality or threats to release sexual images.

Alleged Discrimination/Harassment of Students or Employees:

Complaints of alleged discrimination and/or harassment of students and/or employees will be investigated in accordance with the non-discrimination policies applicable to students and/or personnel respectively. Complaints pertaining to specific forms of discrimination and/or harassment, such as sexual harassment or disability based harassment, have specific policies and procedures applicable to these forms of harassment and will be investigated in accordance with the specific procedures for such issues. If a complaint involves allegations of discrimination or harassment of an employee or of a student based on sex, such complaints will be handled in accordance with the procedures set forth in the applicable Board policy regarding sex discrimination and sexual harassment. Complaints involving allegations of discrimination or harassment of an employee or of a student based on disability will be addressed in accordance with the procedures set forth in the applicable Board policy regarding Section 504/ADA.

Alleged Discrimination/Harassment of Community Members on the Basis of Sex:

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) on the basis of sex, the complaint shall be referred to the District's Title IX Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

Alleged Discrimination/Harassment of Community Members on the Basis of Disability:

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) based on disability, the complaint shall be referred to the District's Section 504/ADA Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

Reporting to District Officials:

It is the policy of the Board to provide for the prompt and equitable resolution of complaints alleging Protected Class discrimination or harassment. The District will investigate both formal and informal complaints of discrimination, harassment or retaliation.

Any individual who believes a community member has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of this policy should report such concern in writing to **Dr. Salvatore Menzo Superintendent, 417 Main St., East Hartford, CT, 860-817-4119** in accordance with the Board's complaint procedures included in the Board's Administrative Regulations Regarding Non-Discrimination/Community, which accompany this policy, and are available online at <https://www.goodwinmagnetsystem.org/district/boards-of-education/board-policy> or upon request from the main office of any District school.

Reporting to State and Federal Agencies:

In addition to reporting to District officials in accordance with this policy, individuals also may file a complaint with the following agencies:

Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
(202 453-6020)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Equal Employment Opportunity Commission (employees only):

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who:

- 1. has questions or concerns about this policy or its accompanying regulations;*
OR
- 2. wishes to request or discuss accommodations based on religion; OR 3. who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment*

may contact any District administrator or the following District official:

Dr. Salvatore Menzo Superintendent
417 Main St.,
East Hartford, CT
860-817-4119
smenzo@goodwinmagnetsystem.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of sex may contact the District's Title IX Coordinator:

Dan Moleti
Assistant Superintendent of Human Resources and Talent
417 Main Street, East Hartford, CT 06118
860-913-2225
dmoleti@goodwinmagnetsystem.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the District's Section 504/ADA Coordinator:

Sarah Burke
Assistant Superintendent of Student Support Services
417 Main St., East Hartford, CT
860-893-3818
sburke@goodwinmagnetsystem.org

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905
Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Connecticut General Statutes § 1-1n, "Gender Identity or Expression"
defined
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51, Definitions
Connecticut General Statutes § 46a-58, Deprivation of rights
Connecticut Fair Employment Practices Act, Connecticut General
Statutes § 46a-60
Connecticut General Statutes § 46a-81c, Sexual orientation
discrimination: **Employment**
Connecticut General Statutes § 46b-1, **Family relations matters and
domestic violence defined**
Public Act No. 25-139, "An Act Concerning Human Trafficking and
Sexual Assault Victims"

ADOPTED: 04.20.23

REVISED: 10.26.23

NON-DISCRIMINATION

ADMINISTRATIVE REGULATIONS REGARDING DISCRIMINATION COMPLAINTS (COMMUNITY MEMBERS)

Protected Class Discrimination Prohibited:

It is the policy of the Goodwin University Magnet School Board of Education (the "Board") that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, status as a victim of domestic violence, sexual assault, or human trafficking, or any other basis prohibited by state or federal law ("Protected Class") is prohibited in the Goodwin University Magnet Schools (the "District"), whether by students, Board employees, Board members or third parties subject to the control of the Board, subject to the conditions and limitations established by law. When the Board has created a limited public forum, the Board shall provide equal access to the Boy Scouts and other groups as required by law.

Retaliation Prohibited:

The Board further prohibits reprisal or retaliation against any individual who reports incidents in good faith that may be a violation of this policy, or who participates in the investigation of such reports.

The District will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of Protected Class harassment or discrimination. Any such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of that individual's association with someone in a Protected Class may also be considered a form of Protected Class discrimination and/or harassment.

Scope and Applicability:

Students, Board employees, Board members and community members (e.g., other individuals affiliated with the District, accessing or seeking access to District facilities) are expected to adhere to a standard of conduct that is respectful of the rights of all members of the school community.

The following non-exhaustive list provides examples of the types of prohibited conduct that may be considered Protected Class harassment that can lead to a hostile environment:

- *objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);*
- *other words or phrases considered demeaning or degrading on the basis of Protected Class membership;*
- *display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;*
- *graphic, written or electronic communications that are harmful or humiliating based on Protected Class membership;*
- *bigoted conduct or communications; or*
- *physical, written, electronic or verbal threats based on Protected Class membership.*

Harassment does not have to involve intent to harm, be directed toward a specific person, or involve repeated incidents.

Alleged Discrimination/Harassment of Students or Employees:

Complaints of alleged discrimination and/or harassment of students and/or personnel will be investigated in accordance with the non-discrimination policies applicable to students and/or personnel respectively. Complaints pertaining to specific forms of discrimination and/or harassment, such as sexual harassment or disability-based harassment, have specific policies and procedures applicable to these forms of harassment and will be investigated in accordance with the specific procedures for such issues. If a complaint involves allegations of discrimination or harassment of a student or an employee based on sex, such complaints will be handled in accordance with the procedures set forth in the applicable Board policy regarding sex discrimination and sexual harassment. Complaints involving allegations of discrimination or harassment of an employee or of a student based on disability will be addressed in accordance with the procedures set forth in the applicable Board policy regarding Section 504/ADA.

Alleged Discrimination/Harassment of Community Members on the Basis of Sex:

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g. an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) on the basis of sex, the complaint shall be referred to the District's Title IX Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

Alleged Discrimination/Harassment of Community Members on the Basis of Disability:

In the event the District receives a complaint alleging discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee) based on disability, the complaint shall be referred to the District's Section 504/ADA Coordinator, who shall take steps designed to ensure that applicable state and federal law are followed.

Reporting to District Officials:

It is the policy of the Board to provide for the prompt and equitable resolution of complaints alleging Protected Class discrimination or harassment. The District will investigate both formal and informal complaints of discrimination, harassment, or retaliation.

Any individual who believes that they, or another individual, has experienced Protected Class discrimination or harassment or an act of retaliation or reprisal in violation of Board policy should report such concern in writing to Dr. Salvatore Menzo, Superintendent, 417 Main St., East Hartford, CT, 860-817-4119 in accordance with the Board's complaint procedures included in these Administrative Regulations Regarding Non-Discrimination/Community.

Complaint Procedure:

Preferably, complaints should be filed within thirty (30) calendar days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints. The District will investigate such complaints promptly and equitably, and will take corrective action when allegations are verified.

As soon as an individual feels that they, or another individual, has been subjected to Protected Class discrimination or harassment, the individual should make a written complaint to the Superintendent or designee.

The individual who is alleged have experienced Protected Class discrimination/ harassment (the “complainant”) and any individual accused of Protected Class discrimination/harassment (the “respondent”) (if applicable) will be provided a copy of the Board’s policy and regulation and made aware of the individual’s rights under this policy and regulation. In the event reported conduct allegedly violates more than one policy, the Board will coordinate an investigation in compliance with the applicable policies, laws and regulations.

The complaint should state the:

- A. Name of the complainant,
- B. Date of the complaint,
- C. Date(s) of the alleged harassment/discrimination,
- D. Name(s) of the alleged harasser(s) or discriminator(s),
- E. Location where such alleged harassment/discrimination occurred,
- F. Names of any witness(es) to the alleged harassment/discrimination,
- G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
- H. Proposed remedy.

Any individual who makes an oral complaint of *discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee)* will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. If an individual is unable to make a written complaint, the employee receiving the oral complaint will either reduce the complaint to writing, assist the individual with completing the written complaint *form, or request the assistance of a District administrator to do so.*

All complaints received by employees are to be forwarded immediately to the Superintendent or designee. Upon receipt of a complaint alleging *discrimination or harassment of a community member (e.g., an individual affiliated with the District, accessing or seeking access to District facilities who is not a student or an employee)* under this complaint procedure, the Superintendent shall promptly investigate the complaint, or designate a District administrator or other trained individual to do so. During the course of the investigation, the investigator shall interview or consult with all individuals reasonably believed to have relevant information, including the complainant, the reporter (if different from the complainant), the respondent and any witnesses to the conduct. Complaints will be investigated promptly within the

timeframes identified below. Timeframes may be extended as needed given the complexity of the investigation, availability of individuals with relevant information and/or other extenuating circumstances. Confidentiality will be maintained by all persons involved in the investigation to the extent possible, as determined by the investigator.

Upon receipt of a written complaint of discrimination or *harassment of a community member*, the investigator should:

1. Offer to meet with the complainant and respondent (if applicable) within ten (10) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) to discuss the nature of the complaint, *discuss the availability of interim measures, identify individuals the complainant or respondent* believes has relevant information, and obtain any relevant documents the complainant or *respondent* may have;
2. Provide the complainant and respondent (if applicable) with a copy of the Board's non-discrimination policy and accompanying regulations;
3. *Conduct an investigation that is adequate, reliable, and impartial.* Investigate the factual basis of the complaint, including, as applicable, conducting interviews *with the parties to the complaint and any relevant witnesses or other individuals deemed relevant to the complaint;*
4. *Review any records, notes, statements, or other* documents relevant to the complaint;
5. Maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
6. *Complete a final investigation report that includes: (i) a findings of fact based on the evidence gathered; (ii) for each allegation, the conclusion(s) and reasoning(s) as to whether the discrimination or harassment occurred; and (iii) for any individual(s) found to have engaged in discrimination or harassment, a broad statement of consequences imposed (to the extent permitted by state and federal confidentiality requirements) (e.g., "Consequences were imposed.").*
7. Communicate the outcome of the investigation in writing to the complainant and respondent (if any) (to the extent permitted by state and federal confidentiality requirements), within thirty (30) business days (provided that such timeframe may be reasonably extended based on the availability of necessary witnesses and/or participants, the complexity of the investigation, and/or other extenuating circumstances) from the date the complaint was received by the Superintendent's office. The complainant and respondent (if any) shall be notified of any extension of

the investigation timeline. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the *District will take steps designed to* remedy the discrimination or harassment, adhering to the requirements of state and federal law;

8. If a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of *employees* and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, the complainant and respondent (if any) will receive notice and interim measures may be implemented as *necessary*;
9. Whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the discrimination or harassment. Corrective action should include steps *designed* to avoid continuing discrimination or harassment;
10. *After receiving the written notice of the outcome, parties shall have ten (10) school days to submit a formal written statement of appeal, if they so choose, to the Superintendent challenging the outcome of the investigation and explaining the basis for appeal. Upon receipt of an appeal, the Superintendent shall appoint a decisionmaker(s) for the appeal, who may be the Superintendent or designee. The decisionmaker(s) for the appeal will provide the appealing party's written statement to the non-appealing party. The non-appealing party will then have ten (10) school days to submit to the decision-maker(s) for the appeal a written statement in support of, or challenging, the outcome of the investigation. The decisionmaker(s) for the appeal shall review the evidence and the information presented by the parties and determine if further action and/or investigation is warranted. Such action may include consultation with the investigator(s) and the parties, a meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling the written outcome. Generally, a party's disagreement with the outcome of the investigation, alone, will not be basis for further action. The decisionmaker(s) for the appeal will attempt to issue written notice of the outcome of the appeal to the parties within thirty (30) school days of receipt of all written statements from the parties.*

Complaint Procedure for Superintendent/Board Member Complaints:

Any District administrator or Board member who receives a complaint of discrimination, harassment or retaliation of a community member by a Board Member and/or the Superintendent shall forward the complaint promptly to the Dr. Salvatore Menzo, Superintendent, 417 Main Street, East Hartford, CT, 860-817-4119.

Complaints pertaining to the Superintendent or Board of Education members will be forwarded to the Chair of the Board of Education. Complaints pertaining to the Board Chair will be forwarded to the Board Vice Chair. In all cases, the individual receiving the complaint shall take appropriate steps to cause the matter to be investigated in a manner consistent with the procedures described above.

If a complainant or a respondent is not satisfied with the findings and conclusions of an investigation in which the Superintendent or a member of the Board is the respondent,

within ten (10) school days of receiving the findings such party may present the complaint and written outcome to the Board Chair (or, if initially presented by the Board Chair, the Board Vice Chair), who will take appropriate steps to cause the matter to be reviewed in a manner consistent with the Board's non-discrimination policy and regulation. Such steps may include retention of an investigator different from the investigator who investigated the complaint.

Remedial Action:

If the District makes a finding of discrimination, harassment or retaliation of a community member, the District will take remedial action designed to:

- A. eliminate the discriminatory/harassing/retaliatory conduct,*
- B. prevent its recurrence, and*
- C. address its effects on the complainant and any other affected individuals.*

Examples of appropriate action may include, but are not limited to:

- A. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;*
- B. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline (including possible termination of employment), training, and/or referral to appropriate state or local agencies;*
- C. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;*
- D. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;*
- E. Supports for the complainant; and*
- F. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.*

Staff Development:

The District will periodically provide staff development for District administrators and periodically distribute the Board's Non-Discrimination policies and the implementing administrative regulations to staff, students and parents in an effort to maintain an environment free of discrimination and harassment.

Reporting to State and Federal Agencies:

In addition to reporting to District officials in accordance with this policy, individuals also may file a complaint with the following agencies:

Office for Civil Rights, U.S. Department of Education ("OCR"):

*Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
(202 453-6020)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>*

Equal Employment Opportunity Commission:

*Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)*

Connecticut Commission on Human Rights and Opportunities:

*Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)*

Questions/Requests for Accommodation:

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who:

- 1. has questions or concerns about this policy or its accompanying regulations;
OR*
 - 2. wishes to request or discuss accommodations based on religion; OR*
 - 3. who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment:*
- may contact any building administrator or the following District official:*

Dr. Salvatore Menzo Superintendent
417 Main St., East Hartford, CT
860-817-4119
smenzo@goodwinmagnetsystem.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of sex may contact the District's Title IX Coordinator:

Dan Moleti
Assistant Superintendent of Human Resources and Talent
417 Main Street, East Hartford, CT 06118
860-913-2225
dmoleti@goodwinmagnetsystem.org

Any parent, student, staff member, Board member or community member (e.g., other individual affiliated with the District, accessing or seeking access to District facilities) who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the District's Section 504/ADA Coordinator:

Sarah Burke
Assistant Superintendent of Student Support Services
417 Main St., East Hartford, CT
860-893-3818
sburke@goodwinmagnetsystem.org



DISCRIMINATION/HARASSMENT COMPLAINT FORM

(For complaints based on race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, *veteran status, or status as a victim of domestic violence, sexual assault, or human trafficking*)

Name of the reporter _____

Relationship of reporter to the District _____

Name of the complainant/victim _____

Relationship of complainant/victim to the District _____

Date of the complaint _____

Date of the alleged discrimination/harassment _____

Name or names of the *alleged* discriminator(s) or harasser(s) _____

Location where such *alleged* discrimination/harassment occurred _____

Name(s) of any witness(es) to the alleged discrimination/harassment

Detailed statement of the circumstances constituting the alleged discrimination or harassment _____

Proposed remedy: _____

**POLICY REGARDING LIBRARY COLLECTION DEVELOPMENT AND
MAINTENANCE, LIBRARY DISPLAYS AND PROGRAMS, AND
LIBRARY MATERIAL REVIEW AND RECONSIDERATION**

The Goodwin University Magnet School Board of Education (the “Board”), having consulted with the Superintendent of Schools for the Goodwin University Magnet School Public Schools (the “District”), the District’s director of curriculum or a person in an equivalent position, and a librarian employed by the Board, adopts this Policy Regarding Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration in accordance with Connecticut law.

It is the policy of the Board to ensure that all District library materials maintained by the District are evaluated and made accessible in accordance with the protections against discrimination set forth in Connecticut law, including, but not limited to, discrimination based on race, color, sex, gender identity, religion, national origin, sexual orientation, or disability.

Any school library media specialist or school library staff member who, in good faith, implements this policy shall be immune from any liability, civil or criminal, that might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding that results from such implementation.

The Board shall review this policy, and update it as necessary, every five years.

I. Definitions

For the purposes of this policy:

- “***Individual with a vested interest***” means any school staff member employed by the Board, the parent or guardian of a student currently enrolled in a school operated by the Board at the time a request for reconsideration is filed, and any student currently enrolled in a school operated by the Board at the time a request for reconsideration is filed.
- “***Library and other educational material***” means any material belonging to, on loan to or otherwise in the custody of a District school library media center, including, but not limited to, nonfiction and fiction books, magazines, reference

books, supplementary titles, multimedia and digital material, software and other material not required as part of classroom instruction.

- “**Remove**” means deliberately taking library material out of a library's collection. The term “**remove**” does not include the process of clearing such collection of any materials that are no longer useful.
- “**School library staff member**” means a school library media specialist, school librarian, any certificated or noncertificated staff member whose assignment is in the school library, or any individual carrying out or assisting with the functions of a school library media specialist or school librarian.

II. Library Collection Development and Maintenance

The Board recognizes that library and other educational material should be provided for the interest, information, and enlightenment of all students and should represent a wide range of varied and diverging viewpoints in the collection as a whole.

The Board requires that students have access to age-appropriate and grade-level-appropriate material and shall provide access to library and other educational material that is relevant to the research, independent reading interests, and educational needs of students based on a student's age, development, or grade level. The Board also recognizes the importance of the school library media center as a place for voluntary inquiry, the dissemination of information and ideas, and the promotion of free expression and free access to ideas by students.

The Board acknowledges that a school library media specialist is professionally trained to curate and develop a collection that provides students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational material.

The Board directs the Superintendent to establish a procedure by which a certified school library specialist will continually review library and other educational material within a school library media center using professionally accepted standards, which shall include, but need not be limited to, the material's relevance, the physical condition of the material, the availability of duplicates or copies of the material, the availability of more recent age-appropriate or grade-level-appropriate material, and continued demand for the material (the “Library Review Procedure”). The Library Review Procedure is attached hereto as Appendix A.

III. Library Displays and Programs

The Board recognizes that displays should be provided for the interest, information and enlightenment of all students; represent a wide range of varied and diverging viewpoints; require student access to age-appropriate and grade-level-appropriate content; and provide access to content that is relevant to the research, independent interests, and educational needs of students.

The Board further recognizes the importance of library displays and student programs as resources for voluntary inquiry and the dissemination of information and ideas and to promote free expression and free access to ideas by students.

The Board acknowledges that a school library media specialist is professionally trained to curate and develop displays and programs that provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational material.

IV. Library Material Review and Reconsideration

The purpose of this policy section regarding library material review and reconsideration is to establish a process for individuals with a vested interest to challenge any District library and other educational material, display, or student program, as well as a process for the District to respond to any such challenges and related parameters.

A. Standards for Reviewing Challenges to Library and Other Educational Material, Display, or Student Program

1. All library materials shall be evaluated and made accessible in accordance with the protections against discrimination set forth in Connecticut law, including, but not limited to, discrimination based on race, color, sex, gender identity, religion, national origin, sexual orientation, or disability.
2. Library and other educational material, displays, and student programs shall only be excluded for legitimate pedagogical purposes or for professionally accepted standards of collection maintenance practices, as adopted in this policy and/or any accompanying procedure for the continual review of library and educational material within a school library.
3. No library and other educational material, display, or program shall be removed from library media centers, or programs be cancelled, because of the origin, background or viewpoints expressed in such material, display, or program, or because of the origin, background, or viewpoints of the creator of such material, display, or program.
4. The removal, exclusion, or censoring of any book on the sole basis that a person with a vested interest finds such book offensive is prohibited.
5. Any process for an individual with a vested interest to challenge any library and other educational material, display, or student program shall neither favor nor disfavor any group based on protected characteristics.

B. Process for Challenging Library and Other Educational Material, Display, or Student Program

The Board establishes the following process for individuals with a vested interest to challenge any library and other educational material, display, or student program, as well as a process for the District to respond to any such challenges:

1. An individual with a vested interest may submit a Request for Reconsideration of Library Material Form (the "Request Form") to the principal of the school in which the library and other educational material, display, or student program is being challenged to initiate a review of such material. The Request Form is attached hereto as Appendix B.

Using the Request Form, an individual shall specify which portion or portions of such material the individual objects to and provide an explanation of the reasons for such objection. The individual submitting the Request Form must include the individual's full legal name, address, and telephone number. If the individual who has submitted a Request Form is a parent or guardian, consideration of requests to reconsider and remove material, displays, or student programs shall be limited to the parents and guardians of students and eligible students currently enrolled in the school or District.

2. Upon receipt, the principal or the principal's designee shall promptly forward the Request Form to the Superintendent or Superintendent's designee.
3. The administration may consolidate any requests for review and reconsideration of the same challenged library and other educational material.
4. For each challenged library and other educational material, the Superintendent, or the Superintendent's designee, shall appoint a Review Committee consisting of:
 - a. the Superintendent, or the Superintendent's designee;
 - b. the principal of the school in which the library and other educational material is being challenged, or the principal's designee;
 - c. the director of curriculum, or a person in an equivalent position, employed by the Board;
 - d. a representative from the Board;
 - e. at least one grade-level-appropriate teacher familiar with the library material, provided the teacher selected is not the individual who submitted the Request Form;
 - f. a parent or guardian of a student age thirteen years or younger enrolled in the District, provided the parent or guardian selected is not the individual who submitted the Request Form;
 - g. a parent or guardian of a student age fourteen years or older enrolled in the District, provided the parent or guardian selected is not the individual who submitted the Request Form; and
 - h. a certified school librarian employed by the Board or employed by another board of education in the state.

In cases where the request is submitted by a student enrolled in grades nine through twelve, and when appropriate and at the discretion of the Superintendent, a student enrolled in grades nine through twelve may serve on the Review Committee, provided the student selected is not the individual who submitted the Request for Reconsideration and the Superintendent consults with the principal of the school involved in such reconsideration request prior to making the determination whether to include the student on the Review Committee.

5. Any library and other educational material being challenged shall remain available in the school library media center according to such material's catalog record and be available for a student to reserve, check out, or access until a final decision is made by the Review Committee.
6. The Review Committee must evaluate the Request Form; read the challenged material in its entirety; evaluate the challenged material against this policy; and make a written decision on whether or not to remove the challenged material not later than sixty (60) school days from the date the Request Form was received by the principal or the principal's designee. The Review Committee shall provide a copy of the committee's decision and report to the individual with a vested interest who submitted the Request Form and to the principal of the school.
7. The individual with a vested interest who submitted the Request Form may appeal the Review Committee's decision to the Board. The Board shall determine whether the reconsideration process was followed and publish its decision on the Internet web site of the District.
8. Once a decision has been made by the Review Committee on any library and other educational material, such material cannot be subject to a new request for review and reconsideration for a period of three (3) years.

Legal References:

Conn. Gen. Stat. § 10-15c

Public Act No. 25-168, "An Act Concerning the State Budget for the Biennium Ending June 30, 2027, and Making Appropriations Therefor, and Provisions Related to Revenue and Other Items Implementing the State Budget."

ADOPTED: _____



APPENDIX A

LIBRARY REVIEW PROCEDURE

Pursuant to Public Act 25-168, the school libraries in the Goodwin Magnet School System will be reviewed and maintained by a certified school library media specialist.

The collection will be maintained using professionally accepted standards, which shall include, but need not be limited to:

Year 1 (25-26)	Year 2 (26-27)	Year 3 (27-28)	Year 4 (28-29)	Year 5 (29-30)
Materials relevance	Physical condition of the books	Availability of duplicates/copies of materials	Grade level appropriateness of the books	Demand for the books

The relevance of the content of the Library Media Center and/or Project Center will aspire to demonstrate a representation of the scholar population and their varied needs and interests. Library cataloguing software, such as Follet Destiny, will be utilized to determine circulation, scholar interest, and currency. Educator requests will also be considered when purchasing media for the school. Guidance from professional organizations such as the Junior Library Guild and the School Library Association will be considered when evaluating new additions to the collection. Online copies of books will also demonstrate the same high literary standards considered for physical books.

The purpose of the GUMSS library catalog is to provide enrichment, information, and support for a diverse student population in a school community that celebrates academic excellence while promoting lifelong learning, professional career readiness, and civic responsibility. The Library Collection and Maintenance Policy specifically strives to enhance the information literacy of our scholars by providing comprehensive resources that support scholars in finding their professions and engaging in inquiry.



APPENDIX B

REQUEST FOR RECONSIDERATION OF LIBRARY MATERIAL

This form may be used by an individual with a vested interest to challenge any library or other educational material, display, or student program in accordance with the Board's Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration policy. The form should be completed in its entirety and submitted to the principal of the school in which the library and other educational material is being challenged to initiate a review of such material.

Full Legal Name of Person Submitting Request:

Please note that the process for challenging any library and other educational material, display, or student program is available only to the following "individuals with a vested interest" as defined in the Board's Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration policy:

- *any school staff member employed by the Board ("Staff Member")*,
- *the parent or guardian of a student currently enrolled in a school operated by the Board at the time a request for reconsideration is filed ("Parent/Guardian")*, and
- *any student currently enrolled in a school operated by the Board at the time a request for reconsideration is filed ("Student").*

Referring to the definitions immediately above, please indicate your role by checking any or all of the following that apply. I am a:

☐ Staff Member ☐ Parent/Guardian ☐ Student

Address:

Telephone Number:

Email Address:

I have read the Board's Library Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration Policy: (check one)

☐ Yes
☐ No

I am requesting that the following library material(s), display(s), and/or student program(s) be reviewed:

I am requesting that this material be reviewed because I object to: (check one)

- ☐ The entire material
☐ A specific portion or portions of the material (identify portion(s) below)

I provide the following explanation of the reasons for my objection(s) stated above:

Signature: _____ Date: _____

Received by:

Name: _____

School: _____

Date: _____



GUMS Resolution 26-04

CORPORATE RESOLUTION TO APPROVE GOODWIN UNIVERSITY MAGNET SCHOOL SYSTEM POLICIES

The Undersigned Secretary of Goodwin University Magnet Schools, Inc. hereby certifies that the following resolution was duly adopted by the Board of Directors on April 23, 2026, and that such resolution has not been modified or rescinded as of the date hereof:

WHEREAS, Goodwin University Magnet Schools, Inc. has entered into an agreement with Goodwin University Educational Services, Inc. to authorize Goodwin University Magnet Schools, Inc. to operate the magnet school system, and

WHEREAS, Policy 1004 - Non-Discrimination (Community) and Policy 6012 - Library Collection, Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration has been prepared for the operation of Goodwin University Magnet Schools, Inc. as part of operating the Goodwin University Magnet School System.

NOW THEREFORE, BE IT

RESOLVED, that Goodwin University Magnet Schools, Inc. Board of Directors hereby approves **Policy 1004 - Non-Discrimination (Community) and Policy 6012 - Library Collection, Collection Development and Maintenance, Library Displays and Programs, and Library Material Review and Reconsideration** for Goodwin University Magnet Schools, Inc. as part of operating the Goodwin University Magnet School System.

and be it further

RESOLVED, that the Goodwin University Magnet Schools, Inc. Superintendent is authorized to implement these policies for the operation of Goodwin University Magnet Schools, Inc. as part of operating the Goodwin University Magnet School System.

Signed: _____

Todd Andrews, Secretary

Date: _____

Signed: _____

Jacqueline Jacoby, Chair

Date: _____



Goodwin
University

Magnet School System

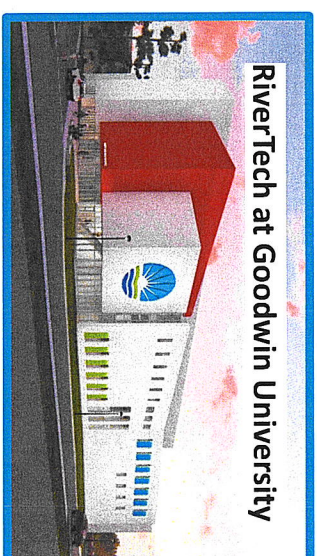
School Year 2026-2027 Proposed Spending

Presentation Sections



- **Our Schools – Pages 3-11**
 - Demographic and Enrollment Data
- **District Development Plan – Pages 12-19**
 - Focus Area Accomplishments FY 26
- **Capital Improvements FY 26 – Pages 20-21**
- **Proposed 2026-2027 Magnet School Spending – Pages 22-45**
 - Focus Areas for FY 27
 - Capital Expenditure Budget
 - State Department of Education Budget Codes
 - Spending Changes: FY 26 vs. FY 27
 - FY 27 Budget Rationale
 - Personnel Expenses
 - Benefit Expenses
 - Rationale for Benefit Changes
 - Contracted Services
 - Other Budget Drivers
 - Entitlement Grants and Tuition
- **Final Analysis – Pages 46-49**
 - Funding vs. Expenses
 - Assumptions
 - Rationale for Increased Expenditures
- **Food Services Budget – Pages 50-51**
 - Revenue vs Expenses

Our Schools



Enrollment Data

School	Student Enrollment as of October 1, 2025	Projected Student Enrollment 2026-2027	Year to Year Difference
Riverside Magnet	495	504	+9
CTRA Middle Level	243	240	-3
CTRA High School	535	550	+15
ECAMP	40	55	+15
RiverTech	91	182	+91
Total Enrollment	1,404	1,531	+127



October 1, 2025 Student Reporting

Socioeconomic Status of 2025-2026 Incoming Class		
	Tier A %	Tier B %
	32.00%	33.60%
		Tier C %
		34.40%

Demographics	
	RMS %
American Indian or Alaska Native	0.40%
Asian	3.03%
Black or African American	31.11%
White	11.92%
Hispanic/ Latino of any race	49.09%
Native Hawaiian or Other Pacific Islander	0.20%
Two or More Races	4.24%

Riverside Magnet School - Reduced Isolation						
Grade	Total Students	Total Hartford Students	Total Suburban Students	Total RI Students	Total Hartford RI Students	Total Suburban RI Students
PreK3	46	16	30	17	0	17
PreK4	62	27	35	15	1	14
K	66	25	41	8	1	7
1	63	17	46	13	2	11
2	65	26	39	7	0	7
3	63	23	40	5	0	5
4	65	17	48	9	1	8
5	65	25	40	9	1	8
Total	495	176	319	83	6	77

% RI Total School
36.96%
24.19%
12.12%
20.63%
10.77%
7.94%
13.85%
13.85%
16.77%



October 1, 2025 Student Reporting

Total District Population	1404	
RMS	495	35.25%

Multilingual Language Learner		
RMS	41	8.28%

Free Lunch		
RMS	276	55.76%

# Sending Towns (LEA) + Hartford		
RMS	29	

Special Ed		
RMS	75	15.15%

Reduced Lunch		
RMS	39	7.88%



October 1, 2025 Student Reporting

Socioeconomic Status of 2025-2026 Incoming Class			
	Tier A %	Tier B %	Tier C %
CTRA HS/Middle	42.38%	33.81%	23.81%

Demographics	
	CTRA/M %
American Indian or Alaska Native	0.23%
Asian	3.11%
Black or African American	30.96%
White	10.13%
Hispanic/ Latino of any race	49.94%
Native Hawaiian or Other Pacific Islander	0.58%
Two or More Races	5.06%

Connecticut River Academy - Reduced Isolation							
		Total Hartford Students	Total Suburban Students	Total RI Students	Total Hartford RI Students	Total Suburban RI Students	% RI Total School
Grade	Total Students						
6	81	35	46	9	2	7	1.16%
7	82	38	44	10	0	10	1.29%
8	80	29	51	8	0	8	1.03%
9	151	66	85	10	2	8	1.29%
10	145	58	87	30	2	28	3.86%
11	128	54	74	22	3	19	2.83%
12	111	58	53	21	2	19	2.70%
Total	778	338	440	110	11	99	14.14%



October 1, 2025 Student Reporting

Total District Population	1404	
CTRA HS/Middle	778	55.41%

Multilingual Language Learner		
CTRA HS/Middle	119	15.30%

Free Lunch		
CTRA HS/Middle	441	56.68%

# Sending Towns (LEA) + Hartford		
CTRA HS/Middle	35	

Special Ed		
CTRA HS/Middle	143	18.38%

Reduced Lunch		
CTRA HS/Middle	80	10.28%



October 1, 2025 Student Reporting

Socioeconomic Status of 2025-2026 Incoming Class			
	Tier A %	Tier B %	Tier C %
CTRA HS/Middle	43.96%	38.46%	17.58%

Demographics	
	RiverTech %
American Indian or Alaska Native	0.00%
Asian	2.20%
Black or African American	29.67%
White	12.09%
Hispanic/ Latino of any race	51.65%
Native Hawaiian or Other Pacific Islander	1.10%
Two or More Races	3.30%

Connecticut River Academy - Reduced Isolation							
Grade	Total Students	Total Hartford Students	Total Suburban Students	Total RI Students	Total Hartford RI Students	Total Suburban RI Students	% RI Total School
9	91	43	48	14	1	13	15.38%
10	-	-	-	-	-	-	-
11	-	-	-	-	-	-	-
12	-	-	-	-	-	-	-
Total	91	43	48	14	1	13	15.38%



October 1, 2025 Student Reporting

Total District Population	1404	
RiverTech	91	6.48%

Multilingual Language Learner		
RiverTech	18	19.78%

Free Lunch		
RiverTech	48	52.75%

# Sending Towns (LEA) + Hartford		
RiverTech	19	

Special Ed		
RiverTech	25	27.47%

Reduced Lunch		
RiverTech	7	7.69%



at Goodwin University

Demographics	
	ECAMP %
American Indian or Alaska Native	0.0%
Asian	0.0%
Black or African American	15.0%
White	40.0%
Hispanic/Latino of any race	42.5%
Native Hawaiian or Other Pacific Islander	0.0%
Two or More Races	2.5%

Demographics	
	ECAMP %
American Indian or Alaska Native	0.0%
Asian	0.0%
Black or African American	15.0%
White	40.0%
Hispanic/Latino of any race	42.5%
Native Hawaiian or Other Pacific Islander	0.0%
Two or More Races	2.5%

Demographics	
	ECAMP %
American Indian or Alaska Native	0.0%
Asian	0.0%
Black or African American	15.0%
White	40.0%
Hispanic/Latino of any race	42.5%
Native Hawaiian or Other Pacific Islander	0.0%
Two or More Races	2.5%

Demographics	
	ECAMP %
American Indian or Alaska Native	0.0%
Asian	0.0%
Black or African American	15.0%
White	40.0%
Hispanic/Latino of any race	42.5%
Native Hawaiian or Other Pacific Islander	0.0%
Two or More Races	2.5%

District Development Plan and Budget Support



Goodwin
University

Magnet School System

District Development Plan (2025 - 2028)

Focus Area: Engagement
Goal: Goodwin University Magnet School System will foster relationships among scholars, families, and staff to build understanding, respect, and trust for future success.
Focus Area: Teaching and Learning
Goal 1 : Goodwin University Magnet School System will provide rigorous and high-quality instructional opportunities for all scholars and staff while supporting their social and emotional well-being.
Goal 2: Goodwin University Magnet School System will continue to foster innovation and creativity in its scholars, families, and staff.
Focus Area: Partnerships
Goal: Goodwin University Magnet School System will develop strategies to promote enrollment of scholars and will develop partnerships with the community and businesses to extend learning for all.
Focus Area: Resources
Goal: Goodwin University Magnet School System will appropriately resource all programs and initiatives to meet the needs of scholars, families, and staff while complying with state and federal responsibilities.
Focus Area: Innovation
Goal: Goodwin University Magnet School System will continue to foster innovation and creativity in meeting the needs of its students, families, and staff.

Key Outcomes of FY 2026 Budget

Focus Area: Engagement

- Evaluate implementation of curriculum at elementary and middle level to support high school pathways
- Continue District Diversity, Equity, Inclusion, and Belonging Work
- Continue work to address attendance of scholars
 - Completed collaboration with (AIR) Attendance Labs

Key Outcomes of FY 2026 Budget

Focus Area: Teaching and Learning

- Implemented Amplify Reading Program
 - Grades PreK - 6
- Implemented Read 180 in Student Support Services
- Expanded classroom instructional rounds to include review of co-teaching practices
- Continued Curriculum Alignment, Standards Development, and Performance Indicators – Storage in Common Drive
 - PreK – 12
- Participated in a pilot of CTSEDs system for MTSS/SRBI at RMS

Key Outcomes of FY 2026 Budget

Focus Area: Teaching and Learning (continued)

- Continued implementation of new Amplify Reading Program
 - Grades PreK - 6
- Continued Curriculum Alignment and Standards Development
 - PreK – 12
- Hired staffing at Middle Level
 - Career Technical Education Teacher
 - Science Teacher
- Hired staffing for RiverTech at Goodwin University
 - Career Technical Education Teacher
 - English/Intervention Teacher

Key Outcomes of FY 2026 Budget

Focus Area: Partnerships

- Continued partnership with Victorian Student Space Education Center (VSSEC)
 - Planned curriculum for Mars Exploration - Grades 6-12
- Continued to expand Electric Boat Partnership
 - Hired dedicated Career Technical Education Teacher
- Continued Early College and Pathway Development Partnerships
 - Expanded work with Bridgeport Public Schools
- Partnered with CDHI on Connect CT for supports and services for SEL/mental health and wellness

Key Outcomes of FY 2026 Budget

Focus Area: Resources

- Purchased Instructional Technology
 - Scholar Chromebooks
 - Staff Laptops
 - Promethean Boards
- Purchased 2 Vans with Grant Funding
- Refined district wide referral system for SEL/mental health supports from SSW/psychologist
- Expanded district wide initiatives for risk reduction (at risk and threat assessment)

Key Outcomes of FY 2026 Budget

Focus Area: Innovation

- Expanded Early College/Dual Enrollment Opportunities
 - Computer Science, Cyber Security, and Phlebotomy through University of Bridgeport
- Opened RiverTech at Goodwin University with freshman class
- Hired District Student Support Services Staff to provide services to other districts
 - Bilingual Speech Language Pathologist
- Explored partnership with Cybercy to develop tools for scholars, families, and staff to potentially be offered to districts in the United States
- Contracted with three public school districts to provide OT/AT/AAC services and supports

Capital Expenditures from Budget FY 26



Goodwin
University

Magnet School System

Capital Expenditures from Budget FY 26

Item	
Security Upgrades	
Major Maintenance	
CTRA – Garage	
Riverside Magnet School HVAC	
Replacement Furniture	
- Connecticut River Academy High School	
- Connecticut River Academy Middle Level	
- Riverside Magnet School	
IT Replacement Cycle	
Maintenance Items	

Proposed FY 2026 Magnet Schools Spending



Goodwin
University

Magnet School System

Key Outcomes of Proposed FY 2027 Budget

Focus Area: Engagement

- Open Family Welcome Center at Central Office
- Program Use of Parent Engagement Mobile Classroom

Key Outcomes of Proposed FY 2027 Budget

Focus Area: Teaching and Learning

- Continue implementation of new Amplify Reading Program
 - Grades PreK - 6
- Continued Curriculum Alignment and Standards Development
 - Audit and Revise Curriculum to Reflect New State Assessment Audit Report
 - Align All ELA/SS/Math and Science Units with State given Interim Assessment Blocks
- Hire staffing for RiverTech at Goodwin University
 - Career Technical Education Teachers
 - Special Education Teacher
 - Business Teacher
 - Spanish Teachers
 - Early College Coordinator
 - Social Studies Teacher
 - Mathematics Teacher

Key Outcomes of Proposed FY 2027 Budget

Focus Area: Partnerships

- Continue partnership with Victorian Student Space Education Center (VSSEC)
 - Complete curriculum and Marketing Plan for Mars Exploration - Grades 6-12
- Continue to expand Electric Boat Partnership
 - Hire additional part-time dedicated Career Technical Education Teacher
- Continue Early College and Pathway Development Partnerships
 - Expand work with Bridgeport Public Schools with University of Bridgeport
- Advanced Manufacturing Employment Partnership Convenor Contract
- Develop partnership with Hartford Health Care

Key Outcomes of Proposed FY 2027 Budget

Focus Area: Resources

- Purchase Instructional Technology
 - Scholar Chromebooks
 - Staff Laptops
 - Promethean Boards

Key Outcomes of Proposed FY 2027 Budget

Focus Area: Innovation

- Expand Associates Degree Opportunities
 - Complete Plan for RiverTech
 - Complete Plan for Connecticut River Academy
- Open RiverTech at Goodwin University with freshman and sophomore classes

Capital Expenditure Budget

FY 27

Capital Expenditure Budget FY 27

Item	Cost
Cap Stone Facing at CTRA	150,000
Security	70,000
HVAC Repairs	200,000
Replacement Furniture	50,000
Technology Replacement Plan	125,000
Major Maintenance	80,000
Total	675,000

State Department of Education

Budget Codes

State Department of Education Budget Codes

Code	Description	Example
100	Salaries	All District Employees
200	Benefits	Health Insurance, Payroll Taxes, Worker Comp
300	Prof/Tech Services	Prof Dev, Legal, Audits, Outside Contractors, Goodwin Allocations
400	Property Services	Repairs, Maintenance, Copiers, Snow Removal
500	Other Purch Serv	Transportation, LAP Insurance, Phones
600	Supplies	All: Educational, Admin, Tech, Maintenance
700	Equipment	Tech Hardware, Capital Requests
800	Other - Dues & Fees	Bank & Credit Cards Fees, Prof Dues
900	In-Direct Costs	Contingency and Goodwin Contractual Expenses

Spending Changes: FY 26 vs. FY 27

Proposed FY 27 Magnet Schools Spending

Expenses	FY 2027	FY 2026	Difference	% Difference	Rationale
100 Personnel	\$19,791,473	\$16,806,496	\$2,984,977	18%	Contractual and new positions for RiverTech
200 Benefits	\$4,050,876	\$3,631,194	\$419,682	12%	15% Health Insurance Increase and coverage for new positions
300 Professional Technical Services	\$5,350,773	\$5,033,922	\$316,851	6%	Salary, benefits, and insurance for GU allocated staff
400 Purchased Property Services	\$1,388,628	\$1,131,850	\$256,788	23%	Transfer of Costs from GU to GUMS
500 Other Purchased Services	\$265,752	\$382,465	(\$116,713)	-31%	
600 Supplies	\$1,286,986	\$1,171,824	\$115,162	10%	Based on review of prior year's budget
700 Equipment	\$1,128,012	\$1,261,223	(\$133,211)	-11%	
800 Dues and Fees	\$30,500	\$30,500	\$0	0%	NEASC Accreditation Expenses
900 Indirect Services	\$1,208,397	\$1,228,996	(\$20,599)	-2%	Added management fee for RiverTech, cost for afterschool programming, cost for summer school programming, and development projects
Total Expenses	\$34,501,397	\$30,678,470	\$3,822,927	12%	

FY 2027 Expenses

FY 2027 Magnet Schools Budget Rationale

Expense Drivers

- Personnel Expenses and Rationale for Changes
- Benefit Expenses and Rationale
- Goodwin University Contracted Services
- Other Budget Drivers

Headcount by School/Department

Position	CTRA		CTRM		RMS		Central Office	ECAMP		RiverTech		District	
	'26	'27	'26	'27	'26	'27	'26	'27	'26	'27	'27		
Admin	2.8	2.8	2.5	2.5	2.5	2.5	4	5	0	0	1.2	1.2	0
Teachers	60.25	56	25.5	26	47	49	2	2	3	2	5.25	14.7	3
Non-certified	14	13	10	9	37	37	11	11.5	.5	.5	.5	5	4
Total	77.25	71.8	38	37.5	86.5	88.5	17	18.5	3.5	2.5	6.75	21.9	7

Staffing updates reflect reassignment of staff to correct location. "District" means staff serving across buildings. Prior to this year, these staff were included at the building level.

RMS increased due to certified building substitutes.

Central Office increase due to return of CTE Coordinator to Central Office after being interim director of RiverTech. Clerical is up .5 FTE, but overall Central Office is reduced 2.0 FTE because there is no longer a grants or marketing positions as part to the Goodwin University staff. Those positions were cut.
RiverTech reflects staffing needed for expanded enrollment.

Total Staff FY 26 - 229

Total Staff FY 27 - 247.7

Personnel Expenses

Salaries	FY 2027	FY 2026	Difference	Percent Difference
Salaries	\$19,791,473	\$16,806,496	\$2,984,977	18%

Rationale for Personnel Expense Increases

- Increase due to additional staffing needed to open RiverTech
- Contractual Increases
- Shift of Chief Operating Officer to GUMS budget

Benefit Expenses

Benefits	FY 2027	FY 2026	Difference	Percent Difference
Health Insurance	\$3,247,665	\$2,650,765	\$596,900	23%
FICA	\$302,501	\$188,529	\$113,972	60%
Medicare	\$280,429	\$219,884	\$60,545	28%
Workers Comp	\$51,348	\$64,640	(\$13,292)	-28%
Unemployment	\$10,000	\$305,682	(\$295,682)	-97%
403 B contributions	\$113,933	\$86,162	\$27,771	32%

Rationale for Benefit Expense Increases

- Health Insurance 23% increase over last year
- Increased staffing due to RiverTech opening

Goodwin University Contracted Services

Category	FY 2027	FY 2026	Difference
Salaries & Benefits	\$520,858	\$851,083	(\$330,225)
Instruction	\$765,000	\$765,000	\$0
Computer/IT	\$436,906	\$257,607	\$179,299
Admin Fee	\$934,663	\$882,103	\$52,560
Repairs/Maintenance	\$1,431,988	\$1,147,232	\$284,756
Security	\$974,151	\$928,857	\$45,294
Marketing	\$0	\$0	\$0
Total	\$5,063,566	\$4,831,882	\$231,684

Note

- Salaries and Benefits are reduced because we did not replace grants and marketing positions.
- The Chief Operation Officer is no longer in GU allocations.
- Increase in IT due to two new positions for RiverTech and ECAMP.

Other Budget Drivers

- Contractual Increases
- Health Insurance Increases
- Staffing for RiverTech
- Transition costs for RiverTech
- Additional IT Staff

FY 2027 Revenue

FY 2027 Magnet Schools Budget Rationale

Revenue Drivers

- Entitlement Grants/Sheff Grants
- Tuition Funding
 - Local
 - State
- Auxiliary Services
 - Special Education
 - Consulting
 - Programming
 - Studio - Before and After Care Programming at Riverside Magnet Schools

Entitlement Grant Funds for FY 2027

Grants	FY 2027	FY 2026	Difference
Title I	\$579,625	\$579,625	\$0
Title II	\$66,947	\$66,947	\$0
Title III	\$19,775	\$19,775	\$0
Title IV	\$39,111	\$39,111	\$0
Bilingual	\$14,352	\$14,352	\$0
Magnet Athletic Grant	\$173,400	\$173,400	\$0
Summer Program Grant	\$167,842	\$167,842	\$0
Afterschool	\$143,490	\$143,490	\$0
Total	\$1,204,542	\$1,204,542	\$0

Local and State Tuition Changes

	FY 2027	FY 2026	Difference
Tuition Revenue			
Local Tuition Grant	\$9,071,634	\$8,271,384	\$800,250
State Operating	\$17,810,475	\$15,959,093	\$1,851,382
Pre-K State Funded	\$218,000	\$218,000	\$0
Pre-K Parent Funded	\$218,000	\$218,000	\$0

Assumptions:

Increase enrollment by 121 scholars.

3% cost of living increase to State portion of tuition.

Note:

Districts pay 58% of the above local tuition.

State pays 42% of the local tuition and full State portion.

Auxiliary Services

FY 2027	
Auxiliary Funds	
Special Education	\$4,579,377.38
Consulting	\$263,300
Programming	\$246,477
Studio	\$288,477

Note:
Special Education Revenue is directly applied to offset services provided to identified students with Individual Education Plans and 504 Plans.

Final Analysis

Funding vs. Expenses

FY 2027



Goodwin
University

Magnet School System

Assumptions

- Increase in enrollment by 121 scholars
- 3.0% cost of living increase for State tuition
- No increase to Entitlement Grant funding

Program Funding vs. Expenses

Totals	
Revenue	(\$34,501,397)
Expenses	\$34,501,397
Net	\$0

Rationale for Increased Expenditures

- Needed staffing for added class at RiverTech
- Contractual increases
- Continued focus on curriculum and instruction to improve student outcomes
- Continued efforts to address capital improvement
- Continued efforts to address security enhancements

Goodwin University Magnet School System Food Services Budget 2026-2027



Goodwin
University

Magnet School System

Program Revenue

Grants	FY 2027
Federal School & Lunch Program	844,690
State Match	4,500
State Breakfast Grant	11,200
State Healthy Food Certification	14,496
Total	874,886

Program Expenses

Grants	FY 2027
Professional Services	
CNP Consultant	18,339
FMSC - Whitsons	786,395
Preventative Maintenance Servs.	2,542
Comp/IT Services	
MySchoolBucks/Mosaic	7,610
Purchase Property	
Vehicle	60,000
Total	874,886

Net 0



GUMS Resolution 26-05

**CORPORATE RESOLUTION TO APPROVE THE 2026-2027 GOODWIN UNIVERSITY
MAGNET SCHOOL SYSTEM BUDGET**

The Undersigned Secretary of Goodwin University Magnet Schools, Inc. hereby certifies that the following resolution was duly adopted by the Board of Directors on April 23, 2026, and that such resolution has not been modified or rescinded as of the date hereof:

WHEREAS, Goodwin University Magnet Schools, Inc. has entered into an agreement with Goodwin University Educational Services, Inc. to authorize Goodwin University Magnet Schools, Inc. to administer the budget and the operations of the magnet school, and

WHEREAS, a budget represented as Attachment A to this resolution has been prepared for the operation of the Goodwin University Magnet Schools, Inc. covering the period of July 1, 2026 through June 30, 2027, and

WHEREAS, the total anticipated budget for this period is \$34,501,397 and

WHEREAS, grant funding from the state of Connecticut Department of Education of Interdistrict Magnet School funds is available, and

WHEREAS, additional revenues for the operation of the school is available through the charging of tuition to local school districts, and

WHEREAS, Goodwin University Magnet Schools, Inc., has entered into an agreement with Goodwin University Inc. to provide services to support the operation of the school and to represent Goodwin University Magnet Schools, Inc. functions;

NOW THEREFORE, BE IT

RESOLVED, that Goodwin University Magnet Schools, Inc. Board of Directors hereby approves the 2026-2027 budget in an amount of \$34,501,397 for the Goodwin University Magnet Schools, Inc. and be it further

RESOLVED, that Goodwin University Magnet Schools, Inc. Board of Directors hereby approves any

further adjustments to such approved budget if necessary to stay within available appropriations, and it be further

RESOLVED, that the Goodwin University Magnet Schools, Inc. Board of Directors authorizes the Superintendent of Goodwin University Magnet Schools, Inc., as its designated agent, to invoice and collect tuitions from the local school districts, and be it further

RESOLVED, that Goodwin University Magnet Schools, Inc. Superintendent is authorized to implement such budget for the operation of Goodwin Magnet Schools, Inc. which included the procurement of goods and services required for the operation of Goodwin University Magnet Schools.

Signed: _____

Todd Andrews, Secretary

Date: _____

Signed: _____

Jacqueline Jacoby, Chair

Date: _____



GUMS Resolution 26-06

**CORPORATE RESOLUTION TO APPROVE THE 2026-2027 GOODWIN UNIVERSITY
MAGNET SCHOOL SYSTEM CHILD NUTRITION PROGRAM BUDGET**

The Undersigned Secretary of Goodwin University Magnet Schools (GUMS), Inc. hereby certifies that the following resolution was duly adopted by the Board of Directors on April 23, 2026 and that such resolution has not been modified or rescinded as of the date hereof:

WHEREAS, Goodwin University Magnet Schools, Inc. recognizes the importance of child nutrition and the role it plays in academic performance and overall well-being, and

WHEREAS, Goodwin University Magnet Schools, Inc. is committed to ensuring that all students have access to nutritious meals during the school day, and

WHEREAS, Goodwin University Magnet Schools, Inc. is a School Food Authority (Sponsor) of the Child Nutrition Program (CNP) to support the health and nutrition of students, and

WHEREAS, a budget represented in Attachment A incorporates operation of the CNP covering the period of July 1, 2026 through June 30, 2027, and

WHEREAS, the total CNP anticipated budget for this period is \$874,886.00.

NOW THEREFORE, BE IT

RESOLVED, that Goodwin University Magnet Schools, Inc. Board of Directors hereby approves the following commitments:

1. Goodwin University Magnet Schools, Inc. shall comply with all federal and state regulations related to the CNP, including procurement regulations;
2. Goodwin University Magnet Schools, Inc. shall strive to incorporate local and fresh produce into the CNP as part of the Farm to School Initiative;
3. Goodwin University Magnet Schools, Inc. shall ensure that the CNP is accessible to all students, regardless of economic status;
4. Goodwin University shall provide ongoing training and support to all staff involved in the CNP to maintain high standards of nutrition and service.

and be it further

RESOLVED, that Goodwin University Magnet Schools, Inc. Board of Directors hereby approves the 2026-2026 CNP anticipated budget in the amount of \$874,886.00 and the Superintendent or their designee is authorized to implement the terms and conditions of a CNP Sponsorship as part of operating the Goodwin University Magnet School System.

Signed: _____

Todd Andrews, Secretary

Date: _____

Signed: _____

Jacqueline Jacoby, Chair

Date: _____