

REGIONAL SCHOOL DISTRICT #10
Regular Meeting of the Board of Education
24 Lyon Road, Burlington, CT 06013
Monday, June 8, 2026
7:00 p.m.

Enclosure 1

Draft Minutes

Board Members Present:

Scott Savelle, Chairman
Thomas Fausel, Vice Chairman
Melanie Wilhelm, Treasurer
Cassandra DuBois, Secretary
Victoria Basile
Amy Boisvert-Baltrush
Rachel McFadden
Scott Ragaglia
Matthew Szydlo

Absent:

Matt Cummings

Also Present:

Fran Thompson, Superintendent
Susan Laone, Director of Finance and Operations
Vonetta Romeo-Rivers, Director of Teaching and Learning
Debra Foley, Director of Student Services
John Osowiecki, Junior at Lewis Mills
Guiliana Battisto, Sophomore at Lewis Mills

<i>Call to Order</i>	The meeting was called to order by Chairman, Scott Savelle, at 7:00 p.m.
<i>Pledge of Allegiance</i>	The Pledge of Allegiance was recited.
<i>Region 10 Recognition</i>	RSD 10 Retirement Recognition: Retiring staff were recognized and thanked for their years of service to Region 10 with a certificate of appreciation. 2026-2027 Region 10 Teacher of the Year: Teacher of the Year committee members introduced and announced the newly nominated 2026-2027 RSD 10 Teacher of the Year – Ms. Sarah Urso
<i>Communication</i>	Student Representatives' Report: John Osowiecki shared with the Board that the upcoming weeks will be busy due to the end of the school year. Graduation for Seniors is being held June 11 th . With graduation the Board now has a new student representative, Guiliana.

**Communication
Continued**

The last day of classes for Grades 9-11 is June 12th with finals from June 15-19th.

Also, sports are going well, with three teams in state tournaments.

Guiliana Battisto gave her first report to the Board. Recently, students from Lewis Mills culinary class participated in a “Sandwich Showdown” competition where they created sandwiches that were on the “I know a guy deli” menu for customers to pick the winner of the competition.

Make a mark is looking for new student members from the class of 2029 to join the group.

“Region10 Players” participated in the Halo Awards, where 109 schools participating. Lewis Mills won 10 awards at the event.

Superintendent’s Report:

Superintendent Thompson thanked the Harwinton Consolidated school PTO for their recent donations in support of students’ enrichment program.

On May 21st Region 10 hosted four other districts as part of our Building Thinking Classroom Network.

Graduation is this Thursday evening at the Warner Theater.

In the midst of the joy of this season, we were greeted with a heartbreaking tragedy last week. Kindergarten student, Olivia Videtto. Field day was held on Friday celebrating the joy Olivia found each day at HCS.

Board Chair Report:

The Chairman recently attended the boys' lacrosse team during their participation in the state tournament. There are many wonderful end-of-year events taking place, including Flag Day, award ceremonies, Graduation, and various sports events. There is a sense of joy throughout our school community.

However, last week, the community experienced the tragic loss of a student, Olivia. Chairman Savelle expressed gratitude to everyone for their coordination and for supporting both the faculty and students during this difficult time. The Board is deeply appreciative of the entire region coming together in response to such a situation.

Approval of Minutes	A motion was made by Matt Szydlo and seconded by Cassandra DuBois to accept/approve May 11, 2026, BOE Regular meeting minutes noting two edits. 6 approve; 3 abstain; none opposed; motion passed.
Consent Agenda	Approval of the Financial Report dated May 31, 2026, and Personnel Report: A motion was made by Melanie Wilhelm and seconded by Cassandra DuBois to accept/approve the consent agenda as presented. All in favor; none opposed; motion passed.
Public Participation	No one from the public chose to speak. Superintendent Thompson read a letter submitted by Kathryn Rosenfield – Lewis Mills Teacher
Business	Lewis Mills Band overnight trip to Boston February 2027: A motion was made by Scott Ragaglia and seconded by Victoria Basile to move the Lewis Mills band overnight trip to Boston in February 2027 from a Business item to an Action item on the agenda. All in favor; none opposed; motion passed. Increase lunch prices: A motion was made by Cassandra DuBois and seconded by Victoria Basile to move the increase lunch prices from a Business item to an Action item on the agenda. All in favor; none opposed; motion passed. Potential bonding package: Director of Finance & Operations presented to the Board on Bond Issuance. After discussion the Board agreed this item will be on the August meeting agenda. Donation - Lake Garda enrichment program October 2026: The Board reviewed the Lake Garda enrichment program for October 2026. This will be an Action item on August meeting agenda.
Action Items	Lewis Mills overnight trip to Philadelphia: A motion was made by Scott Ragaglia and seconded by Cassandra DuBois to accept/approve the Lewis Mills overnight trip to Philadelphia in October 2027. All in favor; none opposed; motion passed. Policy revision P 3280: A motion was made by Melanie Wilhelm and seconded by Victoria Basile to accept/approve the revised P 3280 policy. All in favor; none opposed; motion passed. Authorize Director of Finance & Operation to make line-item transfers: A motion was made by Melanie Wilhelm and seconded by Scott Ragaglia to authorize the Director of Finance and Operations to make line-item transfers to cover line-item deficits with the Superintendent's approval. Such transfers may not exceed the overall appropriation of the 2025/2026 budget without prior approval by the Board of Education. All in favor; none opposed; motion passed.

Action Items continued	July Board of Education meeting: A motion was made by Tom Fausel and seconded by Cassandra DuBois to cancel the July 13, 2026, BOE meeting. All in favor; none opposed; motion passed. Set public hearing date for referendum: A motion was made by Melanie Wilhelm and seconded by Scott Ragaglia that the Board of Education establish August 31, 2026, as the date for a public hearing to be held at a District meeting, in accordance with the requirements of Connecticut General Statutes Sections 10-56 and 10-47c. The purpose of said public hearing shall be to receive public comment and present information regarding the proposed issuance of bonds to fund district capital improvement projects, including but not limited to roof replacements, HVAC (heating, ventilation, and air conditioning) replacements and a field enhancement project. All in favor; none opposed; motion passed Change date of August 17, 2026, BOE meeting to August 31, 2026: A motion was made by Cassandra DuBois and seconded by Scott Ragalia to change the Board of Education August 17, 2026, meeting date to August 31, 2026. All in favor; none opposed; motion passed Lewis Mills Band overnight trip to Boston February 2027: A motion was made by Melanie Wilhelm and seconded by Rachel McFadden to approve the Lewis Mills Band overnight trip to Boston in February 2027. All in favor; none opposed; motion passed Increase lunch prices: A motion was made by Melanie Wilhelm and seconded by Victoria Basile to approve an increase of \$0.50 in student and adult lunch prices for the 2026–2027 school year, effective at the start of the school year. All in favor; none opposed; motion passed.
Board Committee Reports	<u>Athletic Strategic Planning</u> –Have not met. <u>Building Committee</u> – Have not met. <u>Communication</u> – The committee partnered with Vonetta Romeo-Rivers and Joe Sousa to write an article for the School Bell. <u>Curriculum</u> –Met on May 19th. Director of Teaching & Learning and Director of Technology co-presented a status update of the districts AI in education plan to the committee. <u>Facilities</u> – Have not met. <u>Finance</u> – Have not met. <u>Policy</u> – Met a month ago to review the policy approved at tonights meeting.

<i>Board Committee Reports continued</i>	<u>Security</u> – Have not met. <u>Superintendent's Evaluation</u> – Have not met. The committee will be corresponding over the summer. <u>Technology</u> – Met on May 18th and discussed budget request on prices for computer chips.
<i>Upcoming Meetings</i>	Board of Education Regular meeting; Monday, August 31, 2026; time is to be determined; location will be John A. Deeb Auditorium in Lewis Mills High School.
<i>Adjourn</i>	A motion was made by Scott Ragaglia and seconded by Cassandra DuBois to adjourn the meeting at 8:55 pm. All in favor; none opposed; motion carried.

Cassandra DuBois, Secretary

Date

Board of Education Meeting Minutes are placed on our web page (www.region10ct.org) within seven (7) workdays following the Board of Education Meeting.

The minutes are marked as DRAFT, pending Board of Education approval at the next regularly scheduled meeting.

When participating in or attending a Board of Education meeting or reviewing minutes, please note that the Board of Education uses formats prescribed by Robert's Rules of Order for conducting meetings and publishing minutes.

Robert's Rules state, "Minutes are a record of what was done at a meeting, not a record of what was said." [RONR (11th ed.), p. 468, ll. 16-18] which is the standard for which board minutes strive. For this reason, the minutes will typically not reflect the discussion surrounding a motion, only its outcome.

Additionally, Robert's Rules in brief advises "The name and subject of a guest speaker or other program may be given, but no summary of the talk." [RONRIB page 149]

Both books can be found at our local libraries for anyone interested in more information.

Regional School District #10
Expenditure Report by Object
June 30, 2026

Enclosure 2

Account	Budget 2025-26	Expended To Date	Encumbered To Date	Total Expend & Enc	% Expended and/or Encumb. To Date	Remaining Balance
111 Certified Personnel	\$ 21,518,321	\$ 21,413,145	\$ -	21,413,145	99.51%	\$ 105,176
112 Non-Cert. Personnel	6,337,011	6,280,287	-	6,280,287	99.10%	56,723
120 Temporary Wages	359,621	343,899	-	343,899	95.63%	15,722
Total Personnel:	\$ 28,214,953	\$ 28,037,332	\$ -	\$ 28,037,332	99.37%	\$ 177,621
210 Group Disability Insurance	\$ 34,500	\$ 30,491	\$ -	\$ 30,491	88.38%	\$ 4,009
220 Social Security	837,784	837,783	-	837,783	100.00%	0
230 Retirement Contributions	429,653	430,024	-	430,024	100.09%	(371)
240 Tuition Reimbursement	3,319	3,319	-	3,319	100.00%	-
250 Unemployment Comp.	17,000	14,562	-	14,562	85.66%	2,438
260 Workers Compensation	265,109	251,217	-	251,217	94.76%	13,892
270 Health/Life Benefits	4,756,778	4,756,778	-	4,756,778	100.00%	-
Total Benefits:	\$ 6,344,142	\$ 6,324,175	\$ -	\$ 6,324,175	99.69%	\$ 19,968
310 Admin. Services	\$ 15,000	\$ 4,955	\$ -	\$ 4,955	33.04%	\$ 10,045
320 Prof. Education Services	40,233	40,233	-	40,233	100.00%	-
330 Other Professional Services	1,452,152	1,374,663	-	1,374,663	94.66%	77,489
340 Technical Services	22,250	18,451	-	18,451	82.93%	3,799
Total Purchased Services	\$ 1,529,635	\$ 1,438,302	\$ -	\$ 1,438,302	94.03%	\$ 91,333
410 Utility Services	\$ 645,000	\$ 615,697	\$ -	\$ 615,697	95.46%	\$ 29,303
411 Septic/Water Systems	47,848	19,382	-	19,382	40.51%	28,466
412 LGS Sewer Annual Fee	41,292	35,402	-	35,402	85.74%	5,890
420 Cleaning Services	8,600	6,462	-	6,462	75.13%	2,138
421 Disposal Services	88,907	88,907	-	88,907	100.00%	-
422 Snowplowing Services	116,129	111,854	-	111,854	96.32%	4,275
424 Grounds Upkeep	46,496	35,588	-	35,588	76.54%	10,908
425 Security	28,261	18,610	-	18,610	65.85%	9,651
430 Repairs/Maintenance Ser.	543,572	543,571	-	543,571	100.00%	1
440 Facility Rentals	15,834	15,827	-	15,827	99.96%	7
490 Pest Control	4,200	3,011	-	3,011	71.70%	1,189
Total Facilities:	\$ 1,586,139	\$ 1,494,312	\$ -	\$ 1,494,312	94.21%	\$ 91,827
519 Transport/Reimbursable	\$ 2,749,745	\$ 2,534,923	\$ -	\$ 2,534,923	92.19%	\$ 214,822
520 Insurance	331,772	323,638	-	323,638	97.55%	8,134
530 Communication/Telephone	58,076	58,076	-	58,076	100.00%	-
531 Postage	21,181	18,144	-	18,144	85.66%	3,037
540 Advertising	3,810	1,654	-	1,654	43.41%	2,156
550 Printing & Binding	16,949	16,098	-	16,098	94.98%	851
561 Tuition to LEAs	206,942	206,625	-	206,625	99.85%	317

Regional School District #10
Expenditure Report by Object
June 30, 2026

Account	Budget 2025-26	Expended To Date	Encumbered To Date	Total Expend & Enc	% Expended and/or Encumb. To Date	Remaining Balance
563 Tuition to Private Sources	2,116,039	2,084,533	-	2,084,533	98.51%	31,507
580 Prof Develop/Reimb Travel	37,189	30,841	-	30,841	82.93%	6,348
590 Misc. Purchased Services	263,100	245,308	-	245,308	93.24%	17,792
591 Student Activities	12,923	12,587	-	12,587	97.40%	336
Total Transport. & Other	\$ 5,817,725	\$ 5,532,425	\$ -	\$ 5,532,425	95.10%	\$ 285,301
610 Supplies	\$ 463,794	\$ 438,427	\$ -	\$ 438,427	94.53%	\$ 25,366
611 Software	391,090	384,096	-	384,096	98.21%	6,994
621 Natural Gas	44,790	32,190	-	32,190	71.87%	12,600
623 Propane	11,210	11,209	-	11,209	100.00%	1
624 Fuel Oil	422,263	422,263	-	422,263	100.00%	0
626 Gasoline	6,824	6,824	-	6,824	100.00%	-
640 Textbooks	85,894	75,809	-	75,809	88.26%	10,085
641 Library Books	20,881	18,142	-	18,142	86.88%	2,739
642 Periodicals	33,338	32,437	-	32,437	97.30%	901
Total Supplies:	\$ 1,480,084	\$ 1,421,397	\$ -	\$ 1,421,397	96.03%	\$ 58,687
741 Replace Inst. Equipment	\$ 21,514	\$ 21,285	\$ -	21,285	98.93%	\$ 229
742 Replace Non-Inst. Equip.	445,712	445,711	-	445,711	100.00%	1
743 New Inst. Equipment	5,135	1,803	-	1,803	35.11%	3,332
744 New Non-Inst. Equipment	-	-	-	-	#DIV/0!	-
Total Equipment:	\$ 472,361	\$ 468,799	\$ -	\$ 468,799	99.25%	\$ 3,562
810 Dues & Fees	\$ 56,418	\$ 45,695	\$ -	\$ 45,695	80.99%	\$ 10,723
830 Interest Bond Expense	109,031	109,031	-	109,031	100.00%	-
831 Principal Bond Expense	1,590,000	1,590,000	-	1,590,000	100.00%	-
835 Capital Improvements	421,322	421,322	-	421,322	100.00%	-
840 Emergency/Contingency	1	-	-	-	0.00%	1
Total Bond & Misc.	\$ 2,176,772	\$ 2,166,048	\$ -	\$ 2,166,048	99.51%	\$ 10,724
GRAND TOTALS:	\$ 47,621,812	\$ 46,882,789	\$ -	\$ 46,882,789	98.45%	\$ 739,023

REGIONAL SCHOOL DISTRICT #10
2025-2026
June 2026

ITEM	2025-2026 BUDGET	RECEIVED Y.T.D	%	REMAINING BALANCE
* * *OPERATING BUDGET* * *				
BURLINGTON	\$ 31,722,708.00	\$ 31,722,708.00	100.00%	\$ -
HARWINTON	\$ 14,894,062.00	\$ 14,871,697.00	99.85%	\$ 22,365.00
INTEREST	\$ 170,000.00	\$ 167,411.74	98.48%	\$ 2,588.26
TUITION	\$ 105,000.00	\$ 67,120.00	63.92%	\$ 37,880.00
MISCELLANEOUS	\$ -	\$ -		\$ -
TRANSPORTATION	\$ -	\$ -		\$ -
TOTAL OPERATING REVENUE	<u>\$ 46,891,770.00</u>	<u>\$ 46,828,936.74</u>		<u>\$ 62,833.26</u>

Regional School District #10

Budget Journal Entries Report

Fiscal Year: 2026-2027

Type: Budget Journal

From Date: 7/1/2026

To Date: 7/31/2026

Entry Number Line	Memo Entry Date	Account	Line Memo	Batch / Reference	Voucher Check #	Journal Debits	Credits	User ID
2		Transfer funds from supplies to textbooks to cover increased costs		Budget Transfers		0 Adjustment		995.slaone
1	07/09/2026	100.07.1120.08.610	SUPPLIES: HB INSTR MATH		Check Number	\$0.00	(\$54.40)	
2	07/09/2026	100.07.1120.08.640	TEXTBOOKS: HBMS MATH		Check Number	\$54.40	\$0.00	
						\$54.40	(\$54.40)	
3		Transfer funds to cover software.		Budget Transfers		0 Adjustment		995.slaone
1	07/15/2026	100.05.1210.61.810	DUES & FEES: SS HARW. CONSOL.		Check Number	\$0.00	(\$6.64)	
2	07/15/2026	100.05.1210.61.611	SOFTWARE: SS HARW. CONS.		Check Number	\$6.64	\$0.00	
						\$6.64	(\$6.64)	
4		Transfer funds to proper account, budgeted under incorrect account		General Ledger Adjustments		0 Adjustment		995.slaone
1	07/27/2026	100.04.1110.09.742	EQUIP REPLACE: LGS EQUIP. REPLACEMENT		Check Number	\$0.00	(\$2,500.00)	
2	07/27/2026	100.04.1110.09.741	EQUIP REPLACE: LGS MUSIC INSTR		Check Number	\$2,500.00	\$0.00	
						\$2,500.00	(\$2,500.00)	
Grand Total:						\$2,561.04	(\$2,561.04)	
End of Report								

Regional School District #10
Expenditure Report by Object
July 31, 2026

Account	Budget 2026-27	Expended To Date	Encumbered To Date	Total Expend & Enc	% Expended and/or Encumb. To Date	Remaining Balance
111 Certified Personnel	\$ 22,456,954	\$ 307,690	\$ 21,088,711	21,396,401	95.28%	\$ 1,060,553
112 Non-Cert. Personnel	7,225,472	281,566	6,277,318	6,558,884	90.77%	666,588
120 Temporary Wages	328,500	-	-	-	0.00%	328,500
Total Personnel:	\$ 30,010,926	\$ 589,256	\$ 27,366,029	\$ 27,955,285	93.15%	\$ 2,055,641
210 Group Disability Insurance	\$ 40,909	\$ -	\$ -	\$ -	0.00%	\$ 40,909
220 Social Security	969,203	40,434	15,861	56,295	5.81%	912,908
230 Retirement Contributions	309,500	12,611	187,389	200,000	64.62%	109,500
240 Tuition Reimbursement	42,000	490	-	490	1.17%	41,510
250 Unemployment Comp.	9,460	-	-	-	0.00%	9,460
260 Workers Compensation	299,900	56,213	224,880	281,093	93.73%	18,807
270 Health/Life Benefits	5,788,000	(13,880)	-	(13,880)	-0.24%	5,801,880
Total Benefits:	\$ 7,458,972	\$ 95,867	\$ 428,131	\$ 523,998	7.03%	\$ 6,934,974
310 Admin. Services	\$ 23,350	\$ 1,195	\$ 20	\$ 1,215	5.20%	\$ 22,135
320 Prof. Education Services	45,000	-	13,450	13,450	29.89%	31,550
330 Other Professional Services	400,939	64,733	182,643	247,376	61.70%	153,563
340 Technical Services	-	-	-	-	#DIV/0!	-
Total Purchased Services	\$ 469,289	\$ 65,928	\$ 196,113	\$ 262,041	55.84%	\$ 207,248
410 Utility Services	\$ 671,000	\$ 5,479	\$ 71,000	\$ 76,479	11.40%	\$ 594,521
411 Septic/Water Systems	57,000	-	16,780	16,780	29.44%	40,220
412 LGS Sewer Annual Fee	38,500	-	35,512	35,512	92.24%	2,988
420 Cleaning Services	8,800	-	-	-	0.00%	8,800
421 Disposal Services	78,000	-	51,000	51,000	65.38%	27,000
422 Snowplowing Services	110,000	-	-	-	0.00%	110,000
424 Grounds Upkeep	47,500	-	3,132	3,132	6.59%	44,368
425 Security	34,300	-	2,384	2,384	6.95%	31,917
430 Repairs/Maintenance Ser.	464,573	38,101	145,664	183,765	39.56%	280,808
440 Facility Rentals	16,750	-	-	-	0.00%	16,750
490 Pest Control	4,400	255	3,346	3,600	81.82%	800
Total Facilities:	\$ 1,530,823	\$ 43,835	\$ 328,817	\$ 372,651	24.34%	\$ 1,158,172
519 Transport/Reimbursable	\$ 2,923,037	\$ 7,594	\$ 35,820	\$ 43,414	1.49%	\$ 2,879,623
520 Insurance	351,062	94,864	223,020	317,884	90.55%	33,178
530 Communication/Telephone	62,407	4,374	-	4,374	7.01%	58,033
531 Postage	20,400	244	16,856	17,100	83.82%	3,300
540 Advertising	4,918	-	-	-	0.00%	4,918
550 Printing & Binding	20,986	-	-	-	0.00%	20,986
561 Tuition to LEAs	234,942	-	-	-	0.00%	234,942

Regional School District #10
Expenditure Report by Object
July 31, 2026

Account	Budget 2026-27	Expended To Date	Encumbered To Date	Total Expend & Enc	% Expended and/or Encumb. To Date	Remaining Balance
563 Tuition to Private Sources	2,508,482	180,131	346,323	526,454	20.99%	1,982,028
580 Prof Develop/Reimb Travel	43,275	-	67	67	0.16%	43,208
590 Misc. Purchased Services	250,928	22,344	-	22,344	8.90%	228,584
591 Student Activities	12,250	-	572	572	4.67%	11,678
Total Transport. & Other	\$ 6,432,687	\$ 309,550	\$ 622,658	\$ 932,209	14.49%	\$ 5,500,478
610 Supplies	\$ 480,201	\$ 2,194	\$ 150,784	\$ 152,979	31.86%	\$ 327,222
611 Software	472,444	313,116	75,676	388,792	82.29%	83,652
621 Natural Gas	45,000	-	-	-	0.00%	45,000
623 Propane	11,000	-	-	-	0.00%	11,000
624 Fuel Oil	413,750	1,132	-	1,132	0.27%	412,618
626 Gasoline	6,500	-	-	-	0.00%	6,500
640 Textbooks	88,746	-	38,378	38,378	43.24%	50,368
641 Library Books	20,800	-	2,547	2,547	12.25%	18,253
642 Periodicals	2,915	192	-	192	6.58%	2,723
Total Supplies:	\$ 1,541,355	\$ 316,634	\$ 267,385	\$ 584,019	37.89%	\$ 957,336
741 Replace Inst. Equipment	\$ 11,740	\$ -	\$ 2,469	2,469	21.03%	\$ 9,271
742 Replace Non-Inst. Equip.	249,500	-	-	-	0.00%	249,500
743 New Inst. Equipment	11,658	21,599	3,704	25,303	217.04%	(13,645)
744 New Non-Inst. Equipment	-	-	-	-	#DIV/0!	-
Total Equipment:	\$ 272,898	\$ 21,599	\$ 6,173	\$ 27,772	10.18%	\$ 245,126
810 Dues & Fees	\$ 56,520	\$ 29,096	\$ 3,344	\$ 32,440	57.40%	\$ 24,080
830 Interest Bond Expense	71,009	42,591	-	42,591	59.98%	28,418
831 Principal Bond Expense	1,478,022	915,000	-	915,000	61.91%	563,022
835 Capital Improvements	193,800	112,338	-	112,338	57.97%	81,462
840 Emergency/Contingency	-	-	-	-	#DIV/0!	-
Total Bond & Misc.	\$ 1,799,351	\$ 1,099,024	\$ 3,344	\$ 1,102,368	61.26%	\$ 696,983
GRAND TOTALS:	\$ 49,516,302	\$ 2,541,693	\$ 29,218,649	\$ 31,760,342	64.14%	\$ 17,755,959

REGIONAL SCHOOL DISTRICT #10
2026-2027
July 2026

Enclosure #2

ITEM	2026-2027 BUDGET	RECEIVED Y.T.D	%	REMAINING BALANCE
* * *OPERATING BUDGET* * *				
BURLINGTON	\$ 33,220,320.00	\$ 2,234,070.00	6.73%	\$ 30,986,250.00
HARWINTON	\$ 15,482,684.00	\$ 646,987.00	4.18%	\$ 14,835,697.00
INTEREST	\$ 140,000.00	\$ 13,356.10	9.54%	\$ 126,643.90
TUITION	\$ 60,000.00	\$ -	0.00%	\$ 60,000.00
MISCELLANEOUS	\$ -	\$ -		\$ -
TRANSPORTATION	\$ -	\$ -		\$ -
TOTAL OPERATING REVENUE	<u>\$ 48,903,004.00</u>	<u>\$ 2,894,413.10</u>		<u>\$ 46,008,590.90</u>

Leaves of Absence:			
Name	Position	School	
Resignations:			
Name	Position	School	
Holly Atkinson	Special Education Paraeducator	Har-Bur Middle School	
Mariah Dablain	Assistant Cook	Har-Bur Middle/Lewis S. Mills High Schools	
Caryn Martinelli	.5 Sped Teacher/.5 Behavior Tech	Lake Garda Elementary School	
Mardelin Mangual	Spanish Teacher	Har-Bur Middle School	
Kathryn Masse	School Psychologist	Harwinton Consolidated School	
Rebecca Kennedy	Grade Level Teacher	Harwinton Consolidated School	
Ashley Summa	Grade Level Teacher	Lake Garda Elementary School	
Tug Drysdale	PE/Health Teacher	Lewis S. Mills High School	
Retirements:			
Name	Position	School	Effective
Althea Green	Special Education BEST Program Teacher	Harwinton Consolidated School	8/1/2026
Nancy Hamilton	Senior Secretary	Lake Garda Elementary School	Unknown
Elena Daniele	Behavior Tech.	Lake Garda Elementary School	8/25/2026
Robert Begey	Licensed Maintenance Technician Level A	District Wide	9/8/2026
Diane DeRose	Special Education Paraeducator	Harwinton Consolidated School	7/27/2026
Appointments:			
Name	Position	School	
Jessica Dutcher	Grade 4 Teacher	Harwinton Consolidated School	
Katelynn Pagano	Social Worker	Lewis S. Mills High School	
Samantha Bostek	Behavior Tech	Har-Bur Middle School	
Erica Ladrigan	STEM Coordinatore	Harwinton Consolidated School	
Abby White	.8 Music Teacher	Lake Garda Elementary School	
Jodiann Tenney	.4 French Teacher	Lewis S. Mills High School	
Karen Normandin	Paraeducator	Harwinton Consolidated School	
Sharon Golder	.5 Special Education Teacher	Lake Garda Elementary School	
Rachel Schaumburger	Spanish Teacher	Har-Bur Middle School	
Jennifer Maldonado	Secretary	Har-Bur Middle School	
Madison Rewenko	One Year Building Sub	Harwinton Consolidated School	
Madison Matava-Rewenko	Special Education Paraeducator	Har-Bur Middle School	
Kimberly Roe	Kindergarten Teacher	Harwinton Consolidated School	
Cheyenne Langlais	Special Education Teacher for the BEST Program	Harwinton Consolidated School	
Amanda Dziminski	Special Education Paraeducator	Har-Bur Middle School	
Kayla Lachance	Grade 2 Teacher	Harwinton Consolidated School	
Kristin Donato	.7 Art Teacher for one year	Harwinton Consolidated School	
Ivelisse Hernandez	Spanish Teacher	Har-Bur Middle School	
Anthony DeMaio	Special Education Paraeducator	Lewis S. Mills High School	
Jonathan Pyne	PE/Health Teacher	Har-Bur Middle/Lewis S. Mills High Schools	
Edward "Ted" Bremer	Long Term Social Studies Teacher Sub	Lewis S. Mills High School	
Michael Dilione	Special Education Paraeducator	Har-Bur Middle School	
Brandon Clark	Grade 4 Teacher	Lake Garda Elementary School	

Proposal – Cooperative Wrestling Team

Background

Lewis Mills has not sponsored a wrestling program for at least the past 30 years. In that time, we have had individual athletes who would train with the wrestling program in a neighboring district in what is known as a “collaborative team”. In that arrangement, the Lewis Mills wrestler can practice with that host school but cannot compete as a member of their team. They can occasionally compete as an individual representing Lewis Mills in meets if there is an opponent that they can match up against. Most recently, Lewis Mills had 2 wrestlers utilizing this opportunity in collaboration with the Simsbury wrestling program. It was the first time in memory that we had more than 1 wrestler at a time participate in this.

In the upcoming 2026-27 school year, it is anticipated that we will have 3 wrestlers looking to compete at the high school level (2 incoming freshman and a returning sophomore from last year’s Simsbury arrangement). While there is no rule against having 3 wrestlers on a collaborative team, it is a lot to ask of another school to take 3 of our wrestlers on to a team for which they can’t compete.

Terryville High School has a longstanding history of wrestling, but recent decreases in enrollment and participation have left their wrestling program with very low numbers. Their roster size is now at a point where they meet the threshold for participation in a co-op arrangement.

Lewis Mills currently has 4 co-op arrangements:

- Football with Oliver Wolcott Tech – we are the host school
- Girls Swimming with St Paul High School – St Paul is the host school
- Boy Ice Hockey - the Farmington Valley Generals - with Farmington (host school), Avon and Windsor
- Girls Ice Hockey – the Nighthawks – with Avon (host school) and about 7 others.

Proposal

It is proposed that Lewis Mills joins Terryville High School in a wrestling co-op. Terryville would be the host school. They have an established program with facilities and equipment. Lewis Mills participants would be responsible for their own transportation to practices and events. Terryville would charge each participant a fee to help cover program expenses; that fee would be paid by the participating families. There would be no cost to Region 10. This mimics the arrangements we currently have for both ice hockey teams. The deadline for winter co-op applications is Sept 15th.

Jay Pelchar
Director of Athletics

Regional School District #10
Serving The Towns of Burlington Harwinton
2026-2027 Calendar

Enclosure 5

AUGUST 2026 (4)						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
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30	31					

SEPTEMBER 2026 (21)						
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OCTOBER 2026 (20)						
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NOVEMBER 2026 (17)						
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29	30					

DECEMBER 2026 (17)						
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JANUARY 2027 (19)						
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FEBRUARY 2027 (17)						
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28						

MARCH 2027 (21)						
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APRIL 2027 (17)						
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MAY 2027 (20)						
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30	31					

JUNE 2027 (7)						
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27	28	29	30			

JULY 2027 (0)						
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25	26	27	28	29	30	31

EXPLANATION OF DATES

Aug. 24 & 25		Teacher Professional Development
Aug. 26		First Day of School/Half Day with Teacher PD
Sept. 7		Labor Day
Sept. 16		Early Release/Teacher Prof. Development
Oct. 9		Teacher Professional Development
Oct. 12		Columbus Day
Nov. 2		Teacher Professional Development
Nov. 10		Early Release Har-Bur only (P/T Conferences)
Nov. 20		Early Release LGS/HCS only (P/T Conferences)
Nov. 25, 26 & 27		Thanksgiving Recess
Dec. 9		Early Release/Teacher Prof. Development
Dec. 23		Half day students
Dec. 24 - Jan. 1		Holiday Recess
Jan. 15		Early Release/Teacher Prof. Development
Jan. 18		Martin Luther King, Jr. Day
Feb. 12		Teacher Professional Development
Feb. 15 & 16		President's Day/Winter Break
March 5		Teacher Professional Development
March 19		Early Release LGS/HCS only (P/T Conferences)
March 26		Good Friday
April 9		Early Release/Teacher Prof. Development
April 12-April 16		Spring Break
May 7		Early Release/Teacher Prof. Development
May 31		Memorial Day
June 8		Half day students if no snow days
June 9		Last Day of School if no snow days/half day students

Early Release Times

Conferences & Teacher Professional Development

Lewis S. Mills High School	11:30 a.m. (lunch served)
Har-Bur Middle School	12:15 p.m. (lunch served)
Elementary Schools K-4	1:00 p.m. (lunch served)
AM Preschool	9:05 - 10:45
PM Preschool	11:20 - 1:00

Inclement Weather*

Lewis S. Mills High School	11:30 a.m. (lunch served)
Har-Bur Middle School	12:15 p.m. (lunch served)
Elementary Schools K-5	1:00 p.m. (lunch served)
AM Preschool	11:35 parent transported, 1:00 bussed students
PM Preschool	Cancelled

*Dismissal times due to inclement weather are at the discretion of the Superintendent and on a case-by-case basis.

Make up days due to school cancellations which cause RSD 10 schools to be closed will be scheduled as needed beginning with June 10. The Board of Education reserves the right, under unusual circumstances, to consider scheduling regular school days during Spring Recess(April 12-16), beginning with Monday, April 12.

Students 180 days/Teachers 186 days

DONATION TO REGIONAL SCHOOL DISTRICT #10

Completion of this form is required prior to the District's consideration of a proposed donation to the Regional School District #10. This form is to be completed in its entirety and submitted to the Building Principal or Director of Finance and Operations as far in advance as possible.

Date 5/26/26 (Date of show(s))
10/8/26

Organization/Individual Making Donation Tanglewood Maranettes c/o Lake Garda PTA
Address 61 Mendon Road, Burlington (PTA); 1 Evergreen Ave suite 33, Hamden (Program)
Daytime Phone No. 203-230-8101 (Program contact: Loraine Brown)

Gift/Donation Gift (Enrichment Program) Approximate Value \$1558.00

Real Property _____ Personal Property _____

Has the Superintendent or building principal been consulted concerning this gift?

Yes _____ Consulted with Alessa Keane

If no, this request cannot be acted upon until one of these boxes is affirmatively checked.

Are there conditions of use attached to the gift? Yes ☐ No ☒ (circle one)

Explain if "yes" (use separate sheet if needed)

Are there installation costs, site preparation costs, labor costs, or equipment needed for installation, etc.? If yes, please provide detailed costs on a separate sheet of paper. Yes ☐ No ☒ (circle one)

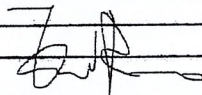
If yes, who will pay for these costs? _____

What is the annual maintenance cost of equipment donated? (be specific) (Example: might be the need to expand a room to house the equipment, or fencing to protect it.)

N/A

Are there additional costs to the school district not indicated above? (be specific) (Example: continuing personnel costs to supervise use of equipment or space, new staff, replacements costs, etc.)

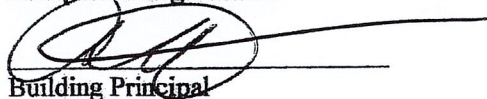
N/A



Farah Boucher
LGS PTA

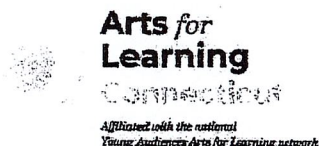
(Signature of officer of organization or individual making donation)

Acceptance Signatures:


Building Principal

Superintendent of Schools (\$101 - \$999.99)

Date Approved by Board (if applicable)



Arts for Learning Connecticut
1 Evergreen Avenue, Suite 33
Hamden, CT 06518
www.afict.org
T: (203) 230-8101

VENUE PERFORMANCE CONTRACT

Lake Garda Elementary School
Attention: Gina Brenton
61 Monce Rd.
Burlington, CT 06013-2540

Contract #: 27024
Date: 5/21/2026

Arts for Learning Connecticut Contact:
Loraine Brown
lbrown@afict.org
T: (203) 230-8101

THE FOLLOWING DESCRIBES EACH SERVICE THAT MAKES UP THIS PERFORMANCE PROGRAM

Program	Artist	Description	Quantity	Unit Price	Total Price
Cinderella	Tanglewood Marionettes	Performance (Back to Back Performance)	2	\$1,558.00	\$1,558.00
					Total: \$1,558.00

PAYMENT INFORMATION

Due Date	Invoice Amount	Amount Received	Amount Due	Notes
5/13/2026	\$779.00	\$0.00	\$779.00	50% Deposit Due Now
9/24/2026	\$779.00	\$0.00	\$779.00	Final payment due 2 weeks prior to program

PROGRAM SCHEDULE

Date	Time	Location	Program	Grade(s)	Teacher(s)	Adults	Students
Thu, 10/08/2026 Alternate Date:	9:30AM - 10:30AM	Lake Garda Elementary School - 61 Monce Rd. Burlington, CT 06013-2540	Cinderella - Performance (Back to Back Performance)	Pre-K;K;1			185
Thu, 10/08/2026 Alternate Date:	2:00PM - 3:00PM	Lake Garda Elementary School - 61 Monce Rd. Burlington, CT 06013-2540	Cinderella - Performance (Back to Back Performance)	2;3;4			186

Technical Requirements:

- Set Up: 90 mins (school) or 2 hours (public)
- Break: 30 minutes minimum between performances; no maximum
- Strike: 1 hour

AGREEMENT BETWEEN
REGIONAL SCHOOL DISTRICT #10
AND
REGIONAL SCHOOL DISTRICT #10 SUPPORT STAFF EMPLOYEES
CSEA/SEIU, LOCAL 2001

JULY 1, ~~2023-2026~~– JUNE 30, ~~2026~~2029

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ARTICLE I

RECOGNITION AGREEMENT

Regional School District No. 10 (The Board) hereby recognized CSEA/SEIU, Local 2001, (the Union) as the exclusive representative for purposes of collective bargaining on matters of wages, hours, and other conditions of employment for all secretaries, and bookkeepers working twenty hours or more per week for Regional School District No. 10, excluding the secretary to the Superintendent as per Conn. State Board of Labor Relations Case No. ME 12, 783.

ARTICLE II

MANAGEMENT RIGHTS

It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the Region No. 10 schools in all its aspects, including but not limited to the following: to determine the type of work to be performed by bargaining unit members; to assign all work to unit members; to decide the methods, procedures, and means of conducting the work; to select, hire, and demote unit members; to promote, hire, and lay-off unit members; to decide the need for facilities; to establish or continue policies, practices, and procedures for the conduct of business and the management of operations and from time to time to change or abolish such policies, practices, or procedures. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except the same shall not be exercised in a manner inconsistent with or in violation of the specific terms and provision of this Agreement.

ARTICLE III

ASSOCIATION BULLETIN BOARDS

Bulletin Boards shall be made available in each school and the Central Office buildings for the purpose of displaying Union material.

ARTICLE IV

ASSOCIATION MEETINGS

Upon approval from the Superintendent or his/her designee, the Association may call meetings on school property. These meetings are to take place outside the normal workday or during lunch breaks, and shall not interfere with the employees work schedule or any other scheduled school activity.

ARTICLE V

PROBATIONARY PERIOD

All newly hired employees shall be required to complete a probationary period of six (6) months and during such period shall have no recourse to the grievance procedure. The Board, at its sole discretion, may terminate an employee during this period.

Upon successful completion of the probationary period, seniority shall revert back to the original date of hire.

Upon completion of probation the Board shall notify the Union president.

Employees who are transferred, promoted or reassigned either voluntarily or involuntarily shall serve a sixty (60) day probationary period. Upon completion of such probation the employee will either have successfully completed probation or revert back to the position previously held with no loss in benefits or wages at the position previously held.

ARTICLE VI

VACANCIES AND NEW POSITIONS

In the event of any permanent vacancies within the bargaining unit, notice thereof shall be sent to each bargaining unit member. Present bargaining unit members may request in writing a transfer to the vacancy within five working days of receiving the notice. In deciding whether to grant a request for a transfer under this section, consideration shall be given for experience, qualifications, seniority and job performance. In the event that there are no transfer requests received or if the Superintendent or his/her designee determines that bargaining unit members who applied for transfer do not qualify for the position, the union will be notified in writing that the position has been opened to non-bargaining union members. Notice of such vacancy will be posted in each building and posted outside the system. Notice of the filling of a vacancy and the salary given shall be sent to the Association within five (5) working days after the vacancy is filled. During the period of June, July and August when school is not in session, members of the bargaining unit shall be notified of vacancies via electronic mail. Salary will be at the discretion of the superintendent or his/her designee.

ARTICLE VII

SENIORITY

Seniority shall be defined as an employee's continuous length of service with the Board.

The Board shall prepare a list of all employees and their length of service and present it to the Union President every October 1. A separate list of all employees and their length of service within classification will be prepared by the Board. This list will serve in determining credit for prior service as it relates to benefits prior to this Agreement.

ARTICLE VIII

LAYOFF AND RECALL

Whenever it becomes necessary to reduce staff, the employee with the least seniority within the classification system shall be laid off first.

An employee scheduled for layoff may bump an employee in the same or lower classification, as noted below under classification, if he/she has greater seniority than the employee he/she will bump, and if, in the sole discretion of the Superintendent or his or her designee, the employee is qualified to perform the work of the employee he/she will bump.

Laid off employees shall be recalled in inverse order of lay-off. Recall rights will be for a period of one year from the date of layoff.

Notice of recall by the Board shall be by certified mail, sent to the individual's last known address. It shall be the laid off individual's responsibility to notify the Superintendent of Schools of his or her current address.

Notice of acceptance or rejection of recall by the employee shall be made by certified mail, within five (5) working days after the mailing of the notice. A failure to respond within this time frame will be deemed a refusal to accept re-employment. Returning individuals must return to work within fourteen (14) calendar days from the date of the mailing of the notification or the date the position becomes open, whichever occurs later.

Seniority shall not diminish during lay-off.

There shall be seven (7) classifications (ascending order):

1. Assistant Secretary
2. Secretary
3. Administrative Assistant
4. Senior Secretary
5. Bookkeeper
6. Payroll and Benefit Coordinator
7. H.R. Coordinator

ARTICLE IX

VACATIONS

Annual vacation leave with pay shall be earned and taken based on a fiscal year (July 1 thru June 30). All full time twelve-month employees will earn vacation in one fiscal year and take earned leave in the subsequent fiscal year.

<u>UPON COMPLETION OF</u>	<u>VACATION TIME</u>
1 thru 4 years	2 weeks
5 thru 9 years	3 weeks
10 years through 19 years	4 weeks
20 years and over	5 weeks

During an employee's first year of employment ONLY, vacation time shall be prorated at $\frac{3}{4}$ days per month. If an employee terminates employment prior to completing a full fiscal year, vacation shall be prorated for current year and added to the balance of days not taken. The total balance shall be paid in cash upon said termination. If an employee's date of hire is between July 1 and December 31st, then he/she shall be given credit for one full fiscal year on the subsequent July 1st.

Effective July 1, 2020, if a 10-month employee becomes a 12-month employee, the amount of years they have been working as a 10-month employee will count towards the amount of vacation time they qualify for.

~~Unused vacation time shall not be carried over from year to year. Bargaining unit members covered by this agreement shall have the option to carryover five (5) days of accrued vacation time over to the next year to be used during summer hours.~~ Should an unusual situation arise, an employee may request carry over from the Superintendent or his or her designee. The decision shall be at his/her sole discretion.

Additional remuneration shall not be given in lieu of unused vacation time.

ARTICLE X

HOLIDAYS

The following holidays shall be observed as days off with pay:

TWELVE-MONTH EMPLOYEES:

Independence Day (2)	New Year's Day
Labor Day	Presidents' Day
Veteran's Day	Good Friday
Thanksgiving (2)	Memorial Day
Christmas Day (2)	Columbus Day
Martin L. King's Birthday	

ELEVEN-MONTH EMPLOYEES:

Labor Day*	Martin L. King's Birthday
Columbus Day	Presidents' Day
Thanksgiving (2)	Good Friday
Christmas Day (2)	Memorial Day
New Year's Day	Independence Day

TEN-MONTH EMPLOYEES:

Labor Day*	Martin L. King's Birthday
Columbus Day	Presidents' Day
Thanksgiving (2)	Good Friday
Christmas Day (2)	Memorial Day
New Year's Day	

Holidays shall be celebrated on the day designated under state or federal law. In the absence of such state or federal law, holidays falling on a Saturday shall be celebrated on the preceding day and holidays falling on a Sunday shall be celebrated on Monday.

When a holiday occurs during regular vacation, said holiday shall not be charged against the employee earned vacation time. The employee shall be granted an additional day off.

Should school be in session on any designated holiday, the Superintendent will substitute an alternative holiday and employees will report to work on what was previously designated a holiday, as a regular workday.

These days may be altered in order to coincide with the school calendar.

12 months	=	260 days
11 months	=	200-over days
10 months	=	180-199 days

Within 30 days after approval of Board Approved Region #10 Calendar for the coming year, all 12 month employee members of the bargaining unit will be notified in writing of July 4th and Christmas two day holiday dates.

*Labor Day will be a paid holiday if the employees schedule begins prior to the Labor Day holiday.

ARTICLE XI

LEAVE PROVISIONS

Sick Leave

Beginning July 1 of each year, all bargaining unit employees shall be entitled to the following sick time.

Twelve-Month Full Time Employees:

Fifteen (15) per year, cumulative to one hundred eighty (180).

Eleven Month (Two Hundred or More Day Employees):

Fifteen (15) per year, cumulative to one hundred thirty (130).

Ten-Month (in Excess of One Hundred Eighty Days) Employees:

Ten (10) per year, cumulative to one hundred fifteen (115).

Five (5) days of sick time may be used for illness in the immediate family.

Effective July 1, 2014, all employee shall accrue sick leave at the rate of 1.25 days per month until they reach their annual allotment as described above.

Any employee hired before July 1, 2017 who has completed ten (10) years of continuous service of 25 hours per week or more, and terminates employment with the Board in good standing for any reason, shall be paid for all unused sick leave at the rate of \$32.50 per day for the length of this agreement. In the event of an employee's death, payment of all unused sick leave shall be paid to his/her estate.

SICK LEAVE BANK:

The following guidelines for a Sick Day Bank apply for members of the bargaining unit:

- I. A bargaining unit member may make a written request to the superintendent requesting additional sick days after exhausting all individual accumulated sick days, personal days and workers' compensation, if applicable. Superintendent will have discretion to grant 1- 2 weeks of additional sick time. Such requests beyond the two extra weeks may include a request for sick days including donations from fellow support staff employees.
2. Such requests can only be made for prolonged catastrophic or chronic illness or injury of the individual up to a maximum of thirty (30) workdays.
3. Medical documentation will be required and must include written statement by the doctor as to person's ability to handle job responsibilities and expected date of return.
4. Each request will be addressed on a case-by-case basis and the support staff employee's prior attendance record will be taken into account before decision is made.

5. The superintendent's decision is final and the support staff employee has no right of appeal.
6. If such request for sick bank day is granted by the Superintendent, all support staff employees will be invited to donate one day of accumulated sick time. Under all circumstances, the name of the requester will remain confidential. Support staff employees' donations will be submitted to the Superintendent's office where a list will be maintained. Days needed will be randomly selected from the donor list to meet the request. Unused days will remain on the list for future requests. In the event there are not enough days in the bank to meet request(s), a second solicitation will be made.
7. Each support staff employee may donate up to three (3) days. Such donation, if it is applied to a recipient, will be permanently deducted from their sick day accumulation and will not be replaced.
8. Support staff employees can apply to be recipients of the sick bank. If a recipient of the sick bank has not previously donated to it, he/she will donate the maximum allowed amount the next time the opportunity arises.
9. Each support staff employee may apply for use of sick bank in Region 10 one time during career.
10. Any support staff employee receiving donated days from the bank will not have to replace them.

PERSONAL LEAVE:

Each bargaining unit employee shall be permitted up to three (3) days per year with pay, and without deduction from sick leave accumulation, for any of the following circumstances in which absence from service is necessary and unavoidable:

- a. Leave (maximum of one day) for death of a friend or non-listed relative. Documentation or verification may be required.
- b. Legal requirements. Attendance in court under subpoena or summons or participation in a legal proceeding which cannot be scheduled outside of regular work hours. Documentation or verification may be required.
- c. Religious holidays when the tenets of religion requires one to abstain from work or to attend religious services.
- d. One day leave may be used for personal business which requires the attendance of the employee and which cannot be scheduled outside of regular work hour, subject to the approval of the site administrator. Such leave may not be taken on the day before or day after a school holiday or vacation.

These days may not be used to extend holidays or vacations. Request for leave must be made in writing to and approved by the Superintendent or his/her designee forty-eight (48) hours in advance except in

extenuating circumstances. These days shall be non-cumulative from year to year. The Superintendent or designee may at his/her discretion grant additional personal leave days under unusual and extenuating circumstances.

BEREAVEMENT LEAVE:

Bargaining Unit members shall have up to five (5) days of paid leave for the death of a family member. Under extenuating circumstances (such as, but not limited to more than one death during the school year or travel) the Superintendent or his/her designee may grant additional paid leave.

ARTICLE XII

PREGNANCY DISABILITY LEAVE

A copy of Connecticut General Statutes 46a-60(a)(7) is attached hereto for informational purposes only.

Extended Maternity and Family Related Leave:

1. The Regional Board of Education's policy concerning the Family Medical Leave Act is on file in the superintendent's office.

ARTICLE XIII

JURY DUTY

When an employee is required to serve jury duty such leave shall not be deducted from any other paid leave provisions covered by this Agreement. The employee shall receive a rate of pay equal to the difference between her salary and the jury fee for a period not to exceed twenty-five (25) working days per call.

ARTICLE XIV

LEAVES WITHOUT PAY

The Superintendent or his or her designee may grant a leave of absence without pay for a period not to exceed six (6) months. All paid leave must be used before any unpaid leave is granted. Unpaid days cannot be used to extend a holiday.

Application for leave must be made in writing stating the reason for such leave and the length of time desired.

A leave of absence expires automatically at the date of expiration approved for the leave. Failure by an employee to return by such date shall be considered as voluntary termination.

Insurance benefits for the employee shall be paid by the employee at group rates.

ARTICLE XV

WORKER'S COMPENSATION

Employees are covered according to State Law by Worker's Compensation.

ARTICLE XVI

GRIEVANCE PROCEDURE

Purpose:

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise affecting the welfare or working conditions of the members of the bargaining unit.

Definition:

A grievance shall mean a claim in writing that there has been an alleged violation of a specific provision(s) of this Agreement. A valid grievance must be in writing and filed at the first step of the grievance procedure within ten (10) working days of the occurrence which gives rise to the grievance. If said grievance is not filed within ten working days after the grievant knew, or should have known the act or conditions on which the grievance is based, then the grievance shall be considered to be invalid.

Any such grievance shall be settled in accordance with the following grievance procedure:

Step One – Responsible Administrator

If a member of the bargaining unit feels that he/she may have a grievance, he/she may first discuss the matter with his/her responsible administrator in an effort to resolve the problem informally. If resolution is not found, then within ten (10) working days of the occurrence giving rise to the grievance, the written grievance shall be submitted to the responsible Administrator by the bargaining unit President. The Administrator shall give his/her answer within five (5) working days of receipt of the written grievance.

Step Two - Superintendent of Schools

If the grievance is not resolved by the answer received at Step One, then the grievance may be forwarded by the bargaining unit President to the Superintendent or his/her designee within five (5) working days of the receipt of the answer at Step One.

Within five (5) working days of the receipt of the grievance by the Superintendent or his/her designee, he/she will conduct a meeting with the grievant, the Unit President or designee and the responsible

administrator to consider the grievance. The Superintendent or designee must render a decision within five (5) working days of said meeting.

Step Three – Board of Education

If the grievance is not resolved by the answer received at Step Two, then the grievance may be forwarded by the bargaining unit President to the Chairman of the Board of Education within five (5) working days of the receipt of the answer at Step Two. The Board of Education or designated subcommittee shall conduct a meeting on the matter within twenty (20) working days of receipt of the grievance, at which time the moving party may present his/her grievance and the other party may respond. The Board of Education or designated subcommittee shall render its decision within ten (10) working days of said meeting.

Step Four – Binding Arbitration

If the grievance is not resolved by the answer received at Step Three, the Union may submit the grievance to arbitration providing it adheres strictly to the following procedures:

By the end of the tenth (10th) work day immediately following receipt of the Board of Education's or designated subcommittee's response to the grievance, the Union shall, by certified mail, mail a copy of the demand for arbitration to the Board of Education and submit the grievance to the State Board of Mediation and Arbitration and thereafter the Parties shall proceed under the rules of procedure and grievance arbitration of the Connecticut State Board of Mediation and Arbitration. The cost of arbitration is to be shared equally by the Board and the Union.

The Board shall have the right to have any grievance filed by the Union to arbitration heard by the American Arbitration Association ("AAA") at the Board's expense. The Board shall notify the Union within ten (10) days of the Union's filing of any grievance to arbitration that the Board is electing to exercise its rights under this provision.

Section 16.1

Grievances will be heard at times mutually agreeable to the parties.

Section 16.2

Time limits in the grievance procedure or arbitration may be extended by mutual agreement. Failure by the bargaining unit President to appeal a grievance to the next level within the specified time limit shall be deemed to be acceptance of the decision rendered at that level.

Section 16.3

Both parties agree that proceedings shall be kept confidential. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.

Section 16.4

In the event of a grievance of a serious nature, i.e. termination, the grievance may be submitted to the American Arbitration Association and conducted according to its rules and regulations.

ARTICLE XVII

UNION SECURITY

- A. The provisions of this Section shall be in effect only so long as CSEA/SEIU, Local 2001 is the sole and exclusive bargaining representative for the employees covered by this Agreement.
- B. Dues Check-off: Upon receipt of individual written authorization from bargaining unit members, the Board agrees to deduct union dues monthly from earned wages and provide a list of employees and the names and addresses of any new employees and remit promptly to CSEA/SEIU, Local 2001 at its current address no later than the last day of each month. The organization agrees to indemnify and to hold the Board harmless against any and all claims, demands, suits or other forms of liability that shall, or may arise out of, or by reason of, action taken by the Union for the purpose of complying with the provision of this Article.
- C. The amount of dues deducted under this Article, together with a list of all employees whom such deductions were made, and a list of all employees in the bargaining unit, shall be remitted to the Union's designee within one (1) week after the payroll period in which such deduction is made. Such lists shall be in an editable digital file format and include the following information: full name, job title, department, work location, work telephone number, home telephone number, mobile telephone number, home email address, work email address, date of hire, rate of pay, dues paid during reporting period, employment status (active, leave of absence, etc.) and the home address.
- D. The Employer shall honor employee authorizations created or adopted by the Union for deductions in electronic form, and, by voice authorization. Additionally, the Employer shall honor authorizations in any form that satisfies the requirement of sections 1-266 to 1-286, inclusive, of the Connecticut General Statutes. The revocability of an authorization shall be determined by the terms of authorization.
- E. The Employer shall deduct contributions to the CSEA PAC, or any other service, program, or committee provided or sponsored by the Union, from the wages of those employees who have authorized such a deduction. All such contributions shall be remitted to the Union along with a list, in editable electronic format, of each contributor showing the amount deducted. Deductions and remittances shall be on the same schedule as dues deductions.
- F. The Employer shall provide, in an editable digital file format, the following information if on file with the employer: Name, job title, department, work location, home email address, work email address, home telephone number, work telephone number, personal mobile number, employee ID, and the home address of any newly hired employee. The Employer

shall provide such information with real-time electronic transmission of new hire date whenever possible but in no event later than ten (10) days after such employee is hired or the first pay period of the month following the hiring of such employee, whichever is earlier. The Employer agrees that if the Union provides a template and/or a site to which such data may be submitted the Employer shall use the format and submission method provided by the Union.

ARTICLE XVIII

INSURANCE

Medical Insurance:

1. The District will provide insurance benefits to eligible employees (i.e. work more than 30 hours per week) and their eligible dependents, on a Board-Member premium share basis.
 - a. In order to participate in coverage, the eligible employee shall execute a payroll deduction form.
 - b. The Business Office shall provide an open enrollment period for adjustment annually prior to June 30. This open enrollment period will meet IRS requirements.
 - c. Information on the specific terms and conditions for either of the plans listed below can be found in the certificates offered by each respective carrier.
2. Employees will be offered the following group health plan:
Health Savings Account Qualified High Deductible Health Insurance Plan ("HDHP")
 - 1) Employees selecting this plan shall pay ~~sixteen-nineteen~~ percent (~~1619~~%) of the Board's actual premium cost of the ~~\$2,500~~\$3,000/~~\$5,000~~\$6,000 Deductible plan for the ~~2023-2024-2026-2027~~ school year, ~~seventeen-nineteen~~ percent (~~1719~~%) for the ~~2024-2025-2027-2028~~ school year, and ~~eighteen-twenty~~ percent (~~1820~~%) for the ~~2025-2026-2028-2029~~ school year.
 - 2) The plan shall have an annual deductible of ~~\$2,500~~\$3,000/individual and ~~\$5,000~~\$6,000/2-person or family. Employees selecting this plan shall pay, in addition to the premium cost share set forth above, the full cost of covered procedures, visits, prescriptions and/or items until the applicable deductibles have been met. Certain preventative care visits are excluded from deductible requirements.
 - 3) The Board shall establish a Health Savings Account for Employees who elect the HDHP. The Board shall contribute \$625 for individuals and \$1,250 for two-person or family toward the applicable deductible.
 - 4) The Board's contribution to the HSA will be deposited in July.
 - 5) The plan includes a Copay on Rx after the annual deductible is met (\$5/\$25/\$40).

The High Deductible plan contains cost containment requirements. Employees who fail to follow the cost containment procedures will be subject to out-of-pocket expenses.

Employees may elect to have their medical insurance deduction made in accordance with guidelines of section 125 of the IRS code.

The annual maximum on the dental benefit is \$2,000. The Board and the employee will co-pay dental insurance for dependents as is currently provided at fifty percent by each.

The Board will pay one hundred percent of the following insurance:

- | | | |
|----|----------------|----------|
| a) | Life Insurance | \$50,000 |
| b) | AD&D | \$50,000 |

Employees may elect to waive insurance coverage in lieu of the following compensation:

Single:	\$ 250.00
Married (2)	\$ 500.00
Family (3+)	\$1,000.00

Where there is a change in employee status such as, but not limited to, change in spouse's employment or changes in the spouse's benefit program, the waiver may, by written notice to the Board of Education, be revoked. Upon receipt of revocation of waiver, coverage by the carrier shall be subject to regulations or policy restrictions, including waiting periods, which may then be in effect. Depending on the effective date of coverage, appropriate financial adjustments shall be made between employee and the Board so as to insure the pro-rated basis in the above paragraph was accurate.

Employees who retire from the Board with ten years of service may choose to continue insurance benefits for themselves and their spouse. These benefits will be paid by the employee at group rates.

The coverage for employees who retire early or under a disability shall be the same coverage as that afforded under the contract. The employee will pay the group rate cost for these benefits.

Normal retirement coverage will be the supplemental coverage to Medicare offered by Anthem. The employee will pay the group rate cost for these benefits.

The Board reserves the right to change carriers or self-insure provided that the benefits remain substantially equivalent to or better than those presently being offered. The substantially equivalent to or better than standard shall be applied on a program wide analysis, including network, and shall not be benefit specific.

ARTICLE XIX

HOURS OF WORK/WORKING CONDITIONS

The summer hours of all bargaining unit employees shall be reduced by one-half hour daily. This reduction shall be based on those hours normally worked during the school year. Summer hours will begin the first day after the last day of school and end the day before the opening day of school.

All bargaining unit employees shall have one fifteen minute coffee break each morning. If the supervisor of a bargaining unit member approves or directs work that causes the bargaining unit member to miss their daily fifteen minute break, they can have that time added to their lunch break. Bargaining unit members may elect to use their coffee break to extend their lunch. The coffee break will be onsite.

All bargaining unit employees shall have one-half hour duty free lunch break. This lunch break will not be counted as hours worked.

Twelve (12) month employees will receive a ½ hour paid lunch on ~~non-school~~ days when students are not in attendance.

On days where the Board of Education, its Superintendent or other designee call for a snow day or other such school closure that would result in the need for bargaining unit members to report for work they may instead work from home.

ARTICLE XX

LONGEVITY PAYMENTS

All employees hired before July 1, 2017 shall receive the following longevity payments annually on his/her anniversary date of hire:

Upon completion of 5 years \$550

10 years \$650

15 years \$700

20 years \$750

ARTICLE XXI

PENSION

All eligible employees who desire to participate in the Region 10's Employee Defined Contribution Pension Plan shall have the opportunity to do so. Region 10 contributes 2% of base pay for all eligible employees regardless of an employee contributes or not. If an employee contributes to the plan, the district will match 50% of employee contributions up to an employee's 6% contribution, a maximum of an additional 3%.

ARTICLE XXII

DISMISSAL

The Board agrees to act in good faith and for just cause only in the dismissal, suspension or reprimand of any employee covered by this Agreement.

ARTICLE XXIII

MILEAGE

Employees who are required to use their private vehicles to conduct Board business shall be reimbursed for all miles driven at the published I.R.S. rates or have the use of a school vehicle to conduct such business.

ARTICLE XXIV

NO STRIKE/NO LOCKOUT

Pursuant to Connecticut General Statute 7-475 of the Municipal Employees Act, all employees included in the Agreement shall not hinder the Board's operation by strike or work stoppage. The Board agrees not to pursue lockout tactics in any part of its operations.

ARTICLE XXV

SAVINGS CLAUSE

In the event that any Article, Section or Portion of this Agreement is declared invalid by agreement, statute or legal process, then such Article, Section or Portion specified to be invalid shall be deleted, except that the remainder of this Agreement shall remaining effect. Upon a determination of invalidity, either party shall have the right to initiate the negotiation of that Article, Section or Portion.

ARTICLE XXVI

DURATION AND SIGNATURE

The provisions of this Agreement shall be effective as of July 1, ~~2023-2026~~ and shall remain in full force and effect to and excluding July 1, ~~2026~~2029. No further conditions of employment or other matters shall be negotiated without the express consent of both parties.

Regional School District #10

Date

Superintendent of Schools

Date

Staff Representative CSEA/SEIU, Local 2001

Date

President

Date

APPENDIX A

SALARY SCALE

	Step 1	Step 2	Step 3
~~2023-2024 (4.0%)~~			
~~Asst. Secretary~~	~~20.51~~	~~21.01~~	~~21.52~~
~~Secretary~~	~~24.30~~	~~25.01~~	~~25.63~~
~~Admin. Asst.~~	~~27.51~~	~~28.25~~	~~29.01~~
~~Senior Secretary*~~	~~29.61~~	~~30.45~~	~~31.30~~
~~Bookkeeper~~	~~31.63~~	~~32.56~~	~~33.49~~
~~Payroll and Benefit Coordinator~~	~~33.59~~	~~34.36~~	~~35.16~~
~~H.R. Coordinator~~	~~33.59~~	~~34.36~~	~~35.16~~
~~2024-2025 (4.0%)~~			
~~Asst. Secretary~~	~~21.33~~	~~21.85~~	~~22.38~~
~~Secretary~~	~~25.28~~	~~26.01~~	~~26.65~~
~~Admin. Asst.~~	~~28.61~~	~~29.38~~	~~30.17~~
~~Senior Secretary*~~	~~30.79~~	~~31.67~~	~~32.56~~
~~Bookkeeper~~	~~32.89~~	~~33.86~~	~~34.83~~
~~Payroll and Benefit Coordinator~~	~~34.94~~	~~35.74~~	~~36.57~~
~~H.R. Coordinator~~	~~34.94~~	~~35.74~~	~~36.57~~
~~2025-2026 (4.0%)~~			
~~Asst. Secretary~~	~~22.18~~	~~22.72~~	~~23.27~~
~~Secretary~~	~~26.29~~	~~27.05~~	~~27.72~~
~~Admin. Asst.~~	~~29.75~~	~~30.55~~	~~31.37~~
~~Senior Secretary*~~	~~32.02~~	~~32.94~~	~~33.86~~
~~Bookkeeper~~	~~34.21~~	~~35.22~~	~~36.22~~
~~Payroll and Benefit Coordinator~~	~~36.33~~	~~37.17~~	~~38.03~~
~~H.R. Coordinator~~	~~36.33~~	~~37.17~~	~~38.03~~

	Step 1	Step 2	Step 3
2026-2027 (3.0%)			
Asst. Secretary	22.85	23.40	23.97
Secretary	27.08	27.86	28.55
Admin. Asst.	30.64	31.47	32.31
Senior Secretary*	32.98	33.93	34.88
Bookkeeper	35.24	36.28	37.31
Payroll and Benefit Coordinator	37.42	38.29	39.17
H.R. Coordinator	37.42	38.29	39.17
2027-2028 (3.0%)			
Asst. Secretary	23.53	24.10	24.69
Secretary	27.89	28.70	29.41
Admin. Asst.	31.56	32.41	33.28
Senior Secretary*	33.97	34.95	35.92
Bookkeeper	36.29	37.36	38.43
Payroll and Benefit Coordinator	38.54	39.43	40.35
H.R. Coordinator	38.54	39.43	40.35
2028-2029 (3.0%)			
Asst. Secretary	24.24	24.83	25.43
Secretary	28.73	29.56	30.29
Admin. Asst.	32.51	33.38	34.28
Senior Secretary*	34.99	35.99	37.00
Bookkeeper	37.38	38.49	39.58
Payroll and Benefit Coordinator	39.70	40.62	41.56
H.R. Coordinator	39.70	40.62	41.56

* includes Principal, Head High School Guidance and Special Education Director Secretary positions.

New employees shall be assigned to a step on the salary schedule consistent with his/her past work experience, as determined by the Superintendent of Schools or his/her designee.

Employees not on max step will advance one step each year on the next July 1 until they reach max step. Current incumbents whose salaries are above the max step will receive the wage percentage increase as noted above by year. If any of these incumbents above the max step vacate their positions during the term of this contract, then their replacements will be hired in accordance with Appendix A salary scale.

RESOLUTION APPROPRIATING \$5,000,000 FOR HVAC REPLACEMENTS AND IMPROVEMENTS AT DISTRICT SCHOOL; AND AUTHORIZING THE ISSUE OF BONDS AND NOTES IN THE SAME AMOUNT TO FINANCE THE PORTION OF THE APPROPRIATION NOT DEFRAID BY GRANTS

RESOLVED,

1. That Regional School District Number 10 of the State of Connecticut appropriate FIVE MILLION DOLLARS (\$5,000,000) for costs related to HVAC replacements and improvements at Lewis S. Mills High School, Har-Bur Middle School, Lake Garda Elementary School and Harwinton Consolidated School (the "Project"). The appropriation may be spent for design and engineering costs, including the preparation of schematic drawings and outline specifications, acquisition and installation costs, related construction, materials, removal of existing units, the acquisition and installation of related equipment, consulting fees, legal fees, net interest on borrowings, other financing costs, and other expenses related to the Project. The Board of Education is authorized to determine the scope and particulars of the Project. The Board of Education may reduce or modify the scope of the Project, and the entire appropriation may be spent on the Project as so reduced or modified.

2. That the District issue its bonds and temporary notes in an amount not to exceed FIVE MILLION DOLLARS (\$5,000,000) to finance the appropriation for the Project. The amount of bonds or notes authorized to be issued shall be reduced by the amount of grants received by the District for the Project. The bonds and temporary notes shall be issued pursuant to Section 10-56 of the General Statutes of Connecticut, Revision of 1958, as amended, and any other enabling acts. The bonds and notes shall be general obligations of the District and its member towns, secured by the irrevocable pledge of the full faith and credit of the District and its member towns. The law firm of Pullman & Comley, LLC is designated as bond counsel to approve the legality of the bonds and notes. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates the authority to make such determinations, are authorized to determine the amounts, dates, interest rates, maturities, redemption provisions, form and other details of the bonds and notes; to designate one or more banks or trust companies to be certifying bank, registrar, transfer agent and paying agent for the bonds or notes; to provide for keeping a record of the bonds or notes; to designate a financial advisor to the District in connection with the sale of the bonds or notes; to sell the bonds or notes at public or private sale; to deliver the bonds or notes; and to perform all other acts which are necessary or appropriate to issue the bonds or notes.

3. That the District hereby declares its official intent under Federal Income Tax Regulation Section 1.150-2 that Project costs may be paid from temporary advances of available funds and that (except to the extent reimbursed from grant moneys) the District reasonably expects to reimburse any such advances from the proceeds of borrowings in an aggregate principal amount not in excess of the amount of borrowing authorized above for the Project. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates such authority, are authorized to amend such declaration of official intent as they deem necessary or advisable and to bind the District pursuant to such representations and covenants as they deem necessary or advisable in order to maintain the continued exemption from federal income taxation of interest on the bonds or notes authorized by this resolution if issued on a tax-exempt basis, including covenants to pay rebates of investment earnings to the United States in future years.

4. That the Chairman of the Board of Education and the Treasurer, or such other officer or body to whom the Board delegates such authority, are authorized to make representations and enter into written agreements for the benefit of holders of the bonds or notes to provide secondary market disclosure information, which agreements may include such terms as they deem advisable or appropriate in order to comply with applicable laws or rules pertaining to the sale or purchase of such bonds or notes.

5. That the Board of Education is authorized to approve the entering into of contracts for the Project, and the Board of Education, or such officer or body to whom the Board delegates such authority, is authorized to approve the expenditure of said appropriation and such other matters as it deems desirable or necessary to complete the Project.

6. That the Region 10 Building Committee is hereby established as the building committee with regard to the Project.

7. That the Board of Education is authorized to apply to the Commissioner of Administrative Services and to accept or reject grants for the Project.

8. That the Superintendent of Regional School District Number 10, the Chairman and Secretary of the Regional Board and any other proper officers or officials of the District are each authorized on behalf of the District to execute one or more applications for federal, state and other grants in aid and to accept or reject such grants on behalf of the District and to execute any and all necessary agreements and other documents in connection therewith.

RESOLUTION APPROPRIATING \$14,935,000 FOR ROOF REPLACEMENTS AND IMPROVEMENTS AT LEWIS S. MILLS HIGH SCHOOL AND HAR-BUR MIDDLE SCHOOL; AND AUTHORIZING THE ISSUE OF BONDS AND NOTES IN THE SAME AMOUNT TO FINANCE THE PORTION OF THE APPROPRIATION NOT DEFRAID BY GRANTS

RESOLVED,

1. That Regional School District Number 10 of the State of Connecticut appropriate FOURTEEN MILLION NINE HUNDRED THIRTY-FIVE THOUSAND DOLLARS (\$14,935,000) for costs related to roof replacements and improvements at Lewis S. Mills High School and Har-Bur Middle School (the "Project"). The appropriation may be spent for design and engineering costs, including the preparation of schematic drawings and outline specifications, construction, materials, demolition and removal of existing materials, the acquisition and installation of related equipment, consulting fees, legal fees, net interest on borrowings, other financing costs, and other expenses related to the Project. The Board of Education is authorized to determine the scope and particulars of the Project. The Board of Education may reduce or modify the scope of the Project, and the entire appropriation may be spent on the Project as so reduced or modified.

2. That the District issue its bonds and temporary notes in an amount not to exceed FOURTEEN MILLION NINE HUNDRED THIRTY-FIVE THOUSAND DOLLARS (\$14,935,000) to finance the appropriation for the Project. The amount of bonds or notes authorized to be issued shall be reduced by the amount of grants received by the District for the Project. The bonds and temporary notes shall be issued pursuant to Section 10-56 of the General Statutes of Connecticut, Revision of 1958, as amended, and any other enabling acts. The bonds and notes shall be general obligations of the District and its member towns, secured by the irrevocable pledge of the full faith and credit of the District and its member towns. The law firm of Pullman & Comley, LLC is designated as bond counsel to approve the legality of the bonds and notes. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates the authority to make such determinations, are authorized to determine the amounts, dates, interest rates, maturities, redemption provisions, form and other details of the bonds and notes; to designate one or more banks or trust companies to be certifying bank, registrar, transfer agent and paying agent for the bonds or notes; to provide for keeping a record of the bonds or notes; to designate a financial advisor to the District in connection with the sale of the bonds or notes; to sell the bonds or notes at public or private sale; to deliver the bonds or notes; and to perform all other acts which are necessary or appropriate to issue the bonds or notes.

3. That the District hereby declares its official intent under Federal Income Tax Regulation Section 1.150-2 that Project costs may be paid from temporary advances of available funds and that (except to the extent reimbursed from grant moneys) the District reasonably expects to reimburse any such advances from the proceeds of borrowings in an aggregate principal amount not in excess of the amount of borrowing authorized above for the Project. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates such authority, are authorized to amend such declaration of official intent as they deem necessary or advisable and to bind the District pursuant to such representations and covenants as they deem necessary or advisable in order to maintain the continued exemption from federal

income taxation of interest on the bonds or notes authorized by this resolution if issued on a tax-exempt basis, including covenants to pay rebates of investment earnings to the United States in future years.

4. That the Chairman of the Board of Education and the Treasurer, or such other officer or body to whom the Board delegates such authority, are authorized to make representations and enter into written agreements for the benefit of holders of the bonds or notes to provide secondary market disclosure information, which agreements may include such terms as they deem advisable or appropriate in order to comply with applicable laws or rules pertaining to the sale or purchase of such bonds or notes.

5. That the Board of Education is authorized to approve the entering into of contracts for the Project, and the Board of Education, or such officer or body to whom the Board delegates such authority, is authorized to approve the expenditure of said appropriation and such other matters as it deems desirable or necessary to complete the Project.

6. That the Region 10 Building Committee is hereby established as the building committee with regard to the Project.

7. That the Board of Education is authorized to apply to the Commissioner of Administrative Services and to accept or reject grants for the Project.

8. That the Superintendent of Regional School District Number 10, the Chairman and Secretary of the Regional Board and any other proper officers or officials of the District are each authorized on behalf of the District to execute one or more applications for federal, state and other grants in aid and to accept or reject such grants on behalf of the District and to execute any and all necessary agreements and other documents in connection therewith.

RESOLUTION APPROPRIATING \$3,900,000 FOR THE INSTALLATION OF A MULTIPURPOSE SYNTHETIC TURF FIELD AND RELATED IMPROVEMENTS AT LEWIS S. MILLS HIGH SCHOOL; AND AUTHORIZING THE ISSUE OF BONDS AND NOTES IN THE SAME AMOUNT TO FINANCE THE PORTION OF THE APPROPRIATION NOT DEFRAID BY GRANTS

RESOLVED,

1. That Regional School District Number 10 of the State of Connecticut appropriate THREE MILLION NINE HUNDRED THOUSAND DOLLARS (\$3,900,000) for costs related to the installation of a multipurpose synthetic turf field and related improvements at Lewis S. Mills High School (the "Project"). The appropriation may be spent for design and engineering costs, including the preparation of schematic drawings and outline specifications, installation, construction, materials, demolition and removal of existing materials, the acquisition and installation of related equipment, consulting fees, legal fees, net interest on borrowings, other financing costs, and other expenses related to the Project. The Board of Education is authorized to determine the scope and particulars of the Project. The Board of Education may reduce or modify the scope of the Project, and the entire appropriation may be spent on the Project as so reduced or modified.

2. That the District issue its bonds and temporary notes in an amount not to exceed THREE MILLION NINE HUNDRED THOUSAND DOLLARS (\$3,900,000) to finance the appropriation for the Project. The amount of bonds or notes authorized to be issued shall be reduced by the amount of grants received by the District for the Project. The bonds and temporary notes shall be issued pursuant to Section 10-56 of the General Statutes of Connecticut, Revision of 1958, as amended, and any other enabling acts. The bonds and notes shall be general obligations of the District and its member towns, secured by the irrevocable pledge of the full faith and credit of the District and its member towns. The law firm of Pullman & Comley, LLC is designated as bond counsel to approve the legality of the bonds and notes. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates the authority to make such determinations, are authorized to determine the amounts, dates, interest rates, maturities, redemption provisions, form and other details of the bonds and notes; to designate one or more banks or trust companies to be certifying bank, registrar, transfer agent and paying agent for the bonds or notes; to provide for keeping a record of the bonds or notes; to designate a financial advisor to the District in connection with the sale of the bonds or notes; to sell the bonds or notes at public or private sale; to deliver the bonds or notes; and to perform all other acts which are necessary or appropriate to issue the bonds or notes.

3. That the District hereby declares its official intent under Federal Income Tax Regulation Section 1.150-2 that Project costs may be paid from temporary advances of available funds and that (except to the extent reimbursed from grant moneys) the District reasonably expects to reimburse any such advances from the proceeds of borrowings in an aggregate principal amount not in excess of the amount of borrowing authorized above for the Project. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates such authority, are authorized to amend such declaration of official intent as they deem necessary or advisable and to bind the District pursuant to such representations and covenants as they deem necessary or advisable in order to maintain the continued exemption from federal income taxation of interest on the bonds or notes authorized by this resolution if issued on a tax-

exempt basis, including covenants to pay rebates of investment earnings to the United States in future years.

4. That the Chairman of the Board of Education and the Treasurer, or such other officer or body to whom the Board delegates such authority, are authorized to make representations and enter into written agreements for the benefit of holders of the bonds or notes to provide secondary market disclosure information, which agreements may include such terms as they deem advisable or appropriate in order to comply with applicable laws or rules pertaining to the sale or purchase of such bonds or notes.

5. That the Board of Education is authorized to approve the entering into of contracts for the Project, and the Board of Education, or such officer or body to whom the Board delegates such authority, is authorized to approve the expenditure of said appropriation and such other matters as it deems desirable or necessary to complete the Project.

6. That the Region 10 Building Committee is hereby established as the building committee with regard to the Project.

7. That the Board of Education is authorized to apply to the Commissioner of Administrative Services and to accept or reject grants for the Project.

8. That the Superintendent of Regional School District Number 10, the Chairman and Secretary of the Regional Board and any other proper officers or officials of the District are each authorized on behalf of the District to execute one or more applications for federal, state and other grants in aid and to accept or reject such grants on behalf of the District and to execute any and all necessary agreements and other documents in connection therewith.

RESOLUTION APPROPRIATING \$3,100,000 FOR THE INSTALLATION OF A MULTIPURPOSE NATURAL GRASS FIELD AND RELATED IMPROVEMENTS AT LEWIS S. MILLS HIGH SCHOOL; AND AUTHORIZING THE ISSUE OF BONDS AND NOTES IN THE SAME AMOUNT TO FINANCE THE PORTION OF THE APPROPRIATION NOT DEFRAID BY GRANTS

RESOLVED,

1. That Regional School District Number 10 of the State of Connecticut appropriate THREE MILLION ONE HUNDRED THOUSAND DOLLARS (\$3,100,000) for costs related to the installation of a multipurpose natural grass field and related improvements at Lewis S. Mills High School (the "Project"). The appropriation may be spent for design and engineering costs, including the preparation of schematic drawings and outline specifications, installation, construction, materials, demolition and removal of existing materials, the acquisition and installation of related equipment, consulting fees, legal fees, net interest on borrowings, other financing costs, and other expenses related to the Project. The Board of Education is authorized to determine the scope and particulars of the Project. The Board of Education may reduce or modify the scope of the Project, and the entire appropriation may be spent on the Project as so reduced or modified.

2. That the District issue its bonds and temporary notes in an amount not to exceed THREE MILLION ONE HUNDRED THOUSAND DOLLARS (\$3,100,000) to finance the appropriation for the Project. The amount of bonds or notes authorized to be issued shall be reduced by the amount of grants received by the District for the Project. The bonds and temporary notes shall be issued pursuant to Section 10-56 of the General Statutes of Connecticut, Revision of 1958, as amended, and any other enabling acts. The bonds and notes shall be general obligations of the District and its member towns, secured by the irrevocable pledge of the full faith and credit of the District and its member towns. The law firm of Pullman & Comley, LLC is designated as bond counsel to approve the legality of the bonds and notes. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates the authority to make such determinations, are authorized to determine the amounts, dates, interest rates, maturities, redemption provisions, form and other details of the bonds and notes; to designate one or more banks or trust companies to be certifying bank, registrar, transfer agent and paying agent for the bonds or notes; to provide for keeping a record of the bonds or notes; to designate a financial advisor to the District in connection with the sale of the bonds or notes; to sell the bonds or notes at public or private sale; to deliver the bonds or notes; and to perform all other acts which are necessary or appropriate to issue the bonds or notes.

3. That the District hereby declares its official intent under Federal Income Tax Regulation Section 1.150-2 that Project costs may be paid from temporary advances of available funds and that (except to the extent reimbursed from grant moneys) the District reasonably expects to reimburse any such advances from the proceeds of borrowings in an aggregate principal amount not in excess of the amount of borrowing authorized above for the Project. The Chairman and the Treasurer of the Board of Education, or such other officer or body to whom the Board of Education delegates such authority, are authorized to amend such declaration of official intent as they deem necessary or advisable and to bind the District pursuant to such representations and covenants as they deem necessary or advisable in order to maintain the continued exemption from federal income taxation of interest on the bonds or notes authorized by this resolution if issued on a tax-

exempt basis, including covenants to pay rebates of investment earnings to the United States in future years.

4. That the Chairman of the Board of Education and the Treasurer, or such other officer or body to whom the Board delegates such authority, are authorized to make representations and enter into written agreements for the benefit of holders of the bonds or notes to provide secondary market disclosure information, which agreements may include such terms as they deem advisable or appropriate in order to comply with applicable laws or rules pertaining to the sale or purchase of such bonds or notes.

5. That the Board of Education is authorized to approve the entering into of contracts for the Project, and the Board of Education, or such officer or body to whom the Board delegates such authority, is authorized to approve the expenditure of said appropriation and such other matters as it deems desirable or necessary to complete the Project.

6. That the Region10 Building Committee is hereby established as the building committee with regard to the Project.

7. That the Board of Education is authorized to apply to the Commissioner of Administrative Services and to accept or reject grants for the Project.

8. That the Superintendent of Regional School District Number 10, the Chairman and Secretary of the Regional Board and any other proper officers or officials of the District are each authorized on behalf of the District to execute one or more applications for federal, state and other grants in aid and to accept or reject such grants on behalf of the District and to execute any and all necessary agreements and other documents in connection therewith.

RESOLVED, that the Board of Education recommends to the towns comprising Regional School District Number 10 that the aforesaid bond and temporary note authorization be approved by referendum vote; and that said referendum be held on Tuesday, November 3, 2026, that notice of said referendum be given by publication and posting between five and fifteen days before said date, and that said notices of the referendum in the Towns of Burlington and Harwinton be substantially in the following form:

“WARNING
REFERENDUM VOTE
Regional School District Number 10
Town of Burlington & Harwinton
November 3, 2026

A referendum vote of the electors and citizens qualified to vote in town meetings of the Town of Burlington & Harwinton, Connecticut will be held in the Town of Burlington & Harwinton at the following polling places:

Burlington Town Hall 200 Spielman Highway Burlington, CT
Harwinton Town Hall 100 Bentley Drive Harwinton, CT

and simultaneously in the other Town in the District on Tuesday, November 3, 2026, between the hours of 6:00 A.M. and 8:00 P.M. pursuant to Section 10-56 of the General Statutes of Connecticut, Revision of 1958, as amended, upon resolutions adopted by the Regional Board of Education which will be placed on the ballot labels as the following questions:

“SHALL REGIONAL SCHOOL DISTRICT NUMBER 10 APPROPRIATE \$5,000,000 AND AUTHORIZE BONDS AND TEMPORARY NOTES IN THE SAME AMOUNT FOR HVAC REPLACEMENTS AND IMPROVEMENTS AT DISTRICT SCHOOLS?”

“SHALL REGIONAL SCHOOL DISTRICT NUMBER 10 APPROPRIATE \$14,935,000 AND AUTHORIZE BONDS AND TEMPORARY NOTES IN THE SAME AMOUNT FOR ROOF REPLACEMENTS AND IMPROVEMENTS AT LEWIS S. MILLS HIGH SCHOOL AND HAR-BUR MIDDLE SCHOOL?”

“SHALL REGIONAL SCHOOL DISTRICT NUMBER 10 APPROPRIATE \$3,900,000 AND AUTHORIZE BONDS AND TEMPORARY NOTES IN THE SAME AMOUNT FOR THE INSTALLATION OF A MULTIPURPOSE SYNTHETIC TURF FIELD AND RELATED IMPROVEMENTS AT LEWIS S. MILLS HIGH SCHOOL?”

“SHALL REGIONAL SCHOOL DISTRICT NUMBER 10 APPROPRIATE \$3,100,000 AND AUTHORIZE BONDS AND TEMPORARY NOTES IN THE SAME AMOUNT FOR THE INSTALLATION OF A MULTIPURPOSE NATURAL GRASS FIELD AND RELATED IMPROVEMENTS AT LEWIS S. MILLS HIGH SCHOOL?”

Voters approving said resolution shall vote “Yes” and those opposing said resolution shall vote “No”. Absentee ballots will be available from the Town Clerk’s office.