

**Please note: These minutes are pending Board approval.**  
**Board of Education**  
**Newtown, Connecticut**

Minutes of the Board of Education virtual meeting held January 26, 2021 at 7:30 p.m.

M. Ku, Chair  
D. Delia, Vice Chair  
D. Cruson, Secretary  
D. Leidlein  
J. Vouros  
R. Harriman-Stites  
D. Zukowski

L. Rodrigue  
A. Uberti  
T. Vadas  
6 Staff  
2 Press  
Public by phone

Mrs. Ku called the meeting to order at 7:31 p.m. and stated it was being recorded and live streamed.

Item 1 – Pledge of Allegiance

Item 2 – Technology Budget

Carmella Amodeo recognized the dedicated and collaborative efforts of her department this past year and especially the work involved in supplying Chromebooks for students.

Mr. Cruson referred to the breakdown of expenses for equipment and asked if the cost for staff laptops were Chromebooks or a different device.

Mrs. Amodeo said it was a one-on-one replacement for high staff of Windows 10 laptops.

Mr. Delia asked if we should we put some sort of funds in the budget in case of an emergency. Mrs. Amodeo said we have been able to leverage dollars to meet the needs of the district. The funding was always found. We are in a good position.

Mr. Delia asked that with all the extra devices if we have properly funded the infrastructure in the schools.

Mrs. Amodeo said she worked with a team and looked at our bandwidth needs in the district and were able to increase it going into the next year.

Item 3 – Continuing Education Budget

Jennifer Arnold spoke about the various programs for K-12 students including summer camp. We also offer state mandated courses and adult education classes as well as virtual opportunities.

Ms. Zukowski noted that some programs like adult education have fees and asked if the summer experience and similar programs also had fees.

Ms. Arnold said there is a fee for the support such as the four-week summer program. The money is used for administration of the programs and supplies. The budget money is for salaries.

Mrs. Ku asked if summer school allowed students to make up credits if they failed a course or were not able to take certain courses in high school.

Ms. Arnold said this is for K-8 students. There are none for high school courses but a remedial program will still be offered. We also have the virtual high school option for remedial credit.

Mrs. Uberti said she had spoken to Dr. Longobucco about this and it's a challenge to predict how many students will need credit recovery and hard to know where we will be toward the end of the year. Our biggest priority is to have students pass.

Mr. Delia asked if parents of younger students were aware of what you do and asked if we could promote this through a communication to parents.

Ms. Arnold said we send out our brochure through the mail and Naviance. We also meet with principals so they can advocate for their programs. Information is sent to parents from central office, we have a Facebook page, and also have online registration. Driver's education and SAT classes are also offered.

#### Item 4 – Plant Budget

Bob Gerbert spoke about the custodian and maintenance team who have done a tremendous job for students, staff and families this past year. There has been a lot of cooperation and collaboration with the additional responsibilities they had in keeping up with the day-to-day operation of the schools and he was proud of their work.

The budget request is \$7,917,030 which is an increase of \$275,259 or 3.60% over last year. The budget drivers are salaries, energy, contracted services, professional services, and plant supplies. Last March we started a monthly cleaning system. Paul Devine inspects each school and makes a note of needed improvements. The maintenance department has also taken on more duties with various projects being undertaken.

Ms. Zukowski asked if there was money for periodic monitoring of air quality and subsequent maintenance that might result from it.

Mr. Gerbert said we had money for those costs and also have our own in-house devices and tools so we can do air quality testing.

Ms. Zukowski asked how he prioritized what has to be done each year for building and maintenance work.

Mr. Gerbert said the funds are the driving factors. We have the five year list and work with principals and staff to pull information together to make the list for each school. He will decide what should stay and what would be deferred. The list will change year to year.

Ms. Zukowski asked if he was finding to be constantly getting further and further behind and things will be harder to achieve.

Mr. Gerbert said there will always be something that needs attention. He has a lot of confidence in the maintenance team we have now. They stay on top of things and are dedicated to their job. They work as a team and work well together.

Mr. Vouros asked about landscaping services especially in the front of Sandy Hook School. Mr. Gerbert said he was working with our landscaping vendor. The town went out to bid last year and brought in a landscaper. They also maintain courts at Reed and Middle Gate and have done a great job.

Mrs. Ku thanked Mr. Gerbert for spending time with the other boards which benefits us as a district and board. They enjoy having his expertise there.

#### Item 5 – Benefits Budget

Mrs. Vadas thanked the business office team for the transitions they've been through this year and the Board of Education and Dr. Rodrigue for her role as Director of Business. She introduced Bjorn Burke, the new Assistant Director of Business. Mr. Burke stated he was happy to join the Newtown School District and looked forward to meeting the Board in person. Mrs. Vadas spoke about the employee benefits budget which includes the various insurance plans for employees.

Item 6 – General Services Budget

Mrs. Vadas spoke about the general services budget which includes the central office departments.

Item 7 – Transportation Budget

Mrs. Vadas spoke about the transportation budget which included 54 buses.

Item 8 – Discussion and Possible Action on Modification to School Calendar

MOTION: Mr. Delia moved that the Board of Education approve the modification to the school calendar for March 10 as presented. Mr. Cruson seconded.

Dr. Rodrigue said that at the time we developed the calendar we were still deciding our school schedules and scheduled a typical professional development requiring a two-hour delay for students. With the creation of the early release Wednesdays, it was decided to remove the staff development on that day given the other professional development time in the calendar. She also spoke to the union president and it makes sense to make this change.

Motion passes unanimously.

Item 9 – Public Participation

MOTION: Mr. Vouros moved to adjourn. Mr. Cruson seconded. Motion passes unanimously.

Item 10 – Adjournment

The meeting adjourned at 9:23 p.m.

Respectfully submitted:

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Daniel J. Cruson, Jr.  
Secretary

## Plant Operations & Maintenance 2021/22 Budget

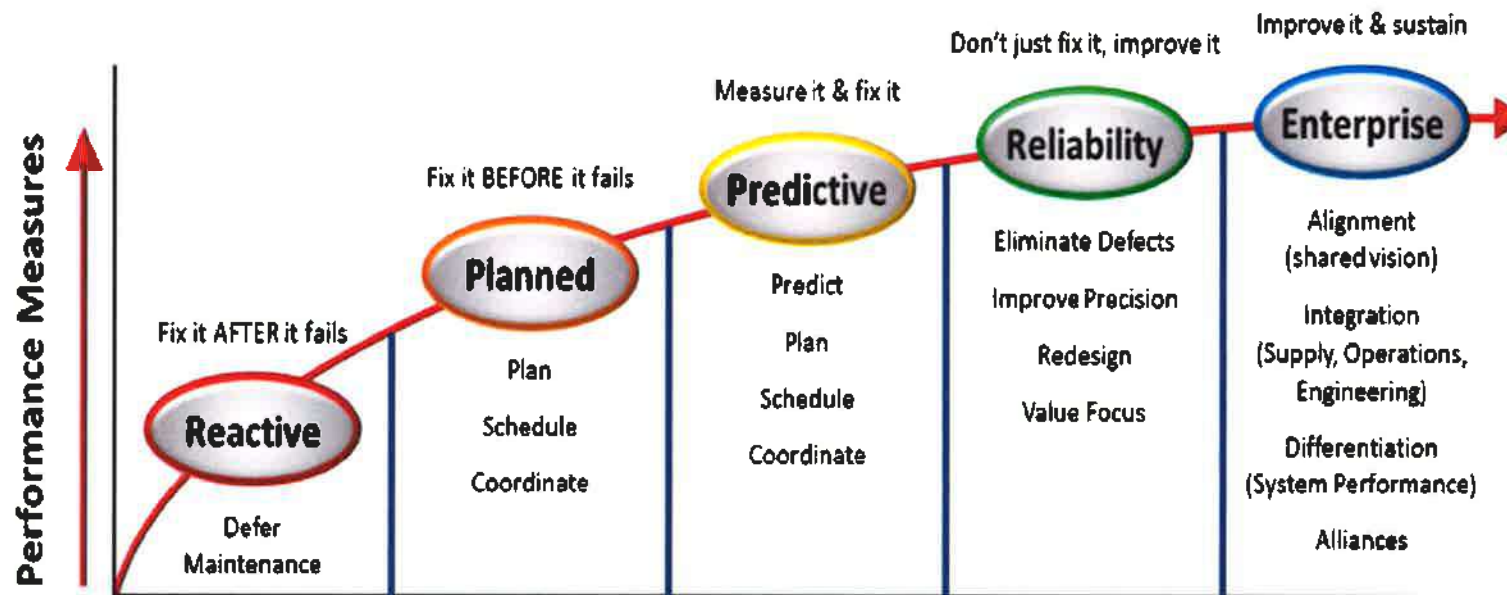


- 2021/22 Request of \$7,917,030
- Increase of \$275,259 (3.60%)
- Budget Drivers
  - Salaries +1.93%
  - Energy -11.36%
  - Contracted Services +5.82%
  - Professional Services -22.90%
  - Plant Supplies +9.74%

# Plant Operations & Maintenance 2021/22 Budget



- What We Are Doing...
- Continuous Improvement
- Monthly cleaning inspections
  - Grading system
  - Deficiency list
- Maintenance Department
  - In-house completion of small projects



## Plant Operations & Maintenance 2021/22 Budget



- Staffing – Custodians & Maintenance
  - 50 Custodians & 5 Maintenance
  - Contractual 2.2% wage increase (7/2019 – 6/2023)
  - Hired four new custodians
  - Using local vendor for custodian equipment repairs



## **Plant Operations & Maintenance 2021/22 Budget**



- Energy
  - Town's Virtual Net Metering program has started and is delivering cost savings to all school utility accounts
  - Eversource Energy Profiler for energy management
  - Collaboration with Town Sustainable Energy Committee to support their energy initiatives
  - Active auditing of BMS system

## **Plant Operations & Maintenance 2021/22 Budget**



- Contracted Services
  - Utilizing purchasing networks for items such as generator maintenance, pest control, HVAC maintenance
  - Self-perform backflow inspection, emergency light testing
  - Additions of MERV13 HVAC filters, stage inspection, line striping
- Professional Services
  - Cost savings due to fewer USTs to manage & inspect



# Employee Benefits

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Newtown Board of Education

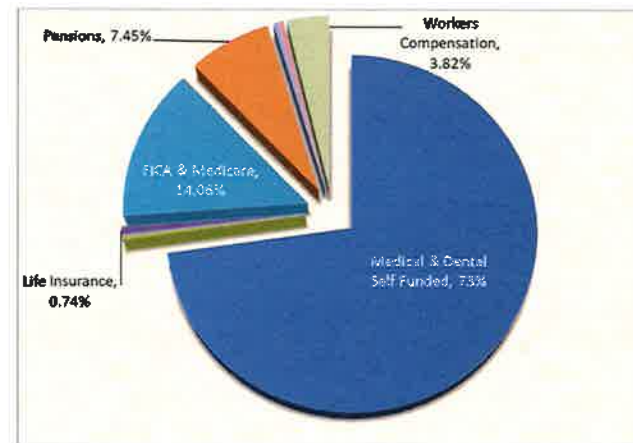
# Benefits Overview

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## Objects

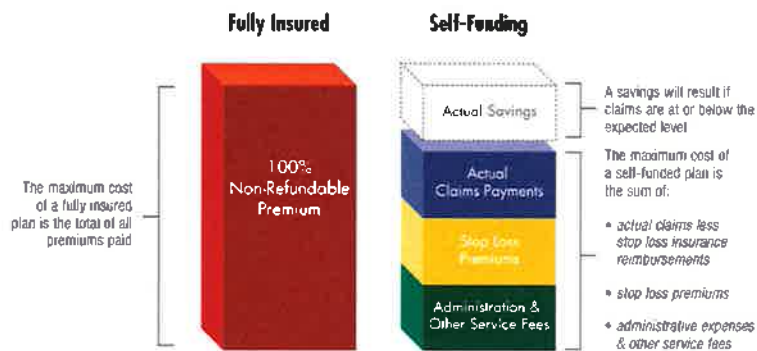
- Medical & Dental
- FICA & Medicare
- Pensions
- Worker's Compensation
- Life Insurance
- Premiums & fees, tuition reimbursement, unemployment, employee assistance program

## Benefit Breakout



# Self-Funded Health Care Plan

## Fee Structure



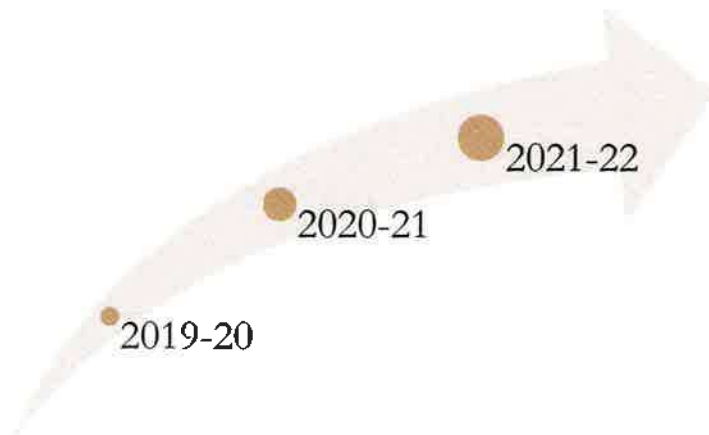
## Benefits of Self-Funded Plans

SELF-FUNDED	VS.	FULLY INSURED
The employer does not pay premiums, instead it pays fixed costs (administrative fees and stop loss premiums) and variable costs (employee health care claims)	<b>PAYMENTS</b>	The employer pays monthly premiums to an insurance carrier
The employer assumes the risk	<b>ASSUMPTION OF RISK</b>	The insurance company assumes the risk
Employers have more control and freedom in their plan designs	<b>PLAN DESIGN</b>	Employees are more limited by insurer plan design options
The Employee Retirement Income Security Act of 1974 (ERISA) pre-empt state regulations	<b>COMPLIANCE PAYMENTS</b>	The plan must comply with state regulations

# Health Insurance Plans

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## HSA Only Plan Available



## Employee Cost Share

- Administrators – 24%
- Teachers – 23%
- Custodians – 18%
- Paraeducators – 18%
- Secretaries & Custodians – 18%
- Nurses – to be negotiated

# Increase & Decreases

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## Increases to budget

- Medical & Dental - \$244,388 or 3.0%
- FICA & Medicare - \$38,922 or 2.4%
- Unemployment - \$20,000

## Decreases to budget

- Pension – \$43,923 or 4.81%
- Workers Compensation - \$15,167 or 3.29%
- Premiums & Fees - \$1,550 or 3.61%
- Retirement Benefits - \$8000

Total Employee Benefit Increase \$234,670 or 2.05%

# Questions?

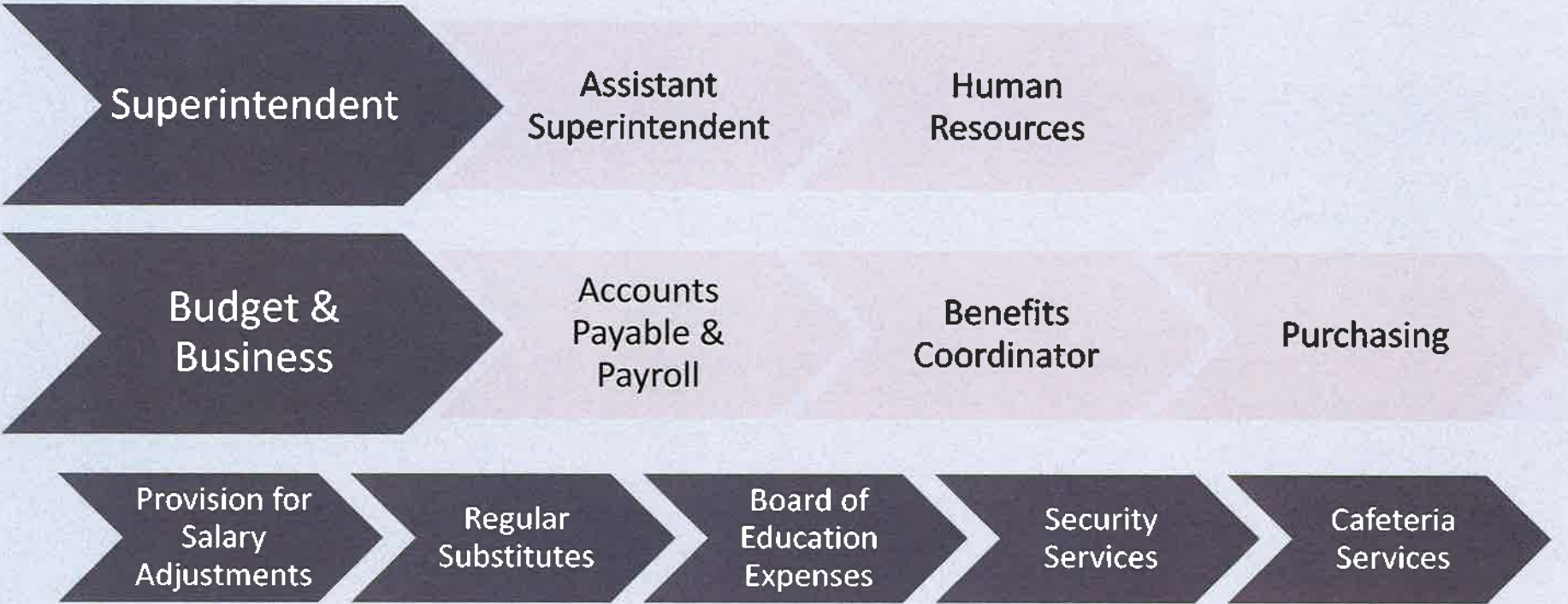
<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>
<b><u>EMPLOYEE BENEFITS</u></b>						
Early Retirements	40,000	32,000	16,000	16,000	8,000	(8,000)
Certified Salaries	40,000	32,000	16,000	16,000	8,000	(8,000)
Medical & Dental Self Funded	8,134,550	8,009,550	8,246,270	8,246,270	8,490,658	244,388
Premiums and Fees	45,272	41,952	42,910	42,910	41,360	(1,550)
Life Insurance	84,680	86,352	86,760	86,760	86,760	0
FICA & Medicare	1,499,915	1,523,488	1,602,597	1,602,597	1,641,519	38,922
Pensions	809,692	863,104	913,394	913,394	869,471	(43,923)
Tuition Reimbursement	40,000	40,000	50,000	50,000	50,000	0
Unemployment	18,028	80,590	30,000	30,000	50,000	20,000
Workers Compensation	531,920	479,108	461,352	461,352	446,185	(15,167)
Employee Assistance Program	1,830	2,380	2,000	2,000	2,000	0
Employee Fringe Benefits	11,165,888	11,126,524	11,435,283	11,435,283	11,677,953	242,670
<b>L EMPLOYEE BENEFITS</b>	<b>11,205,888</b>	<b>11,158,524</b>	<b>11,451,283</b>	<b>11,451,283</b>	<b>11,685,953</b>	<b>234,670</b>

# General Support Services

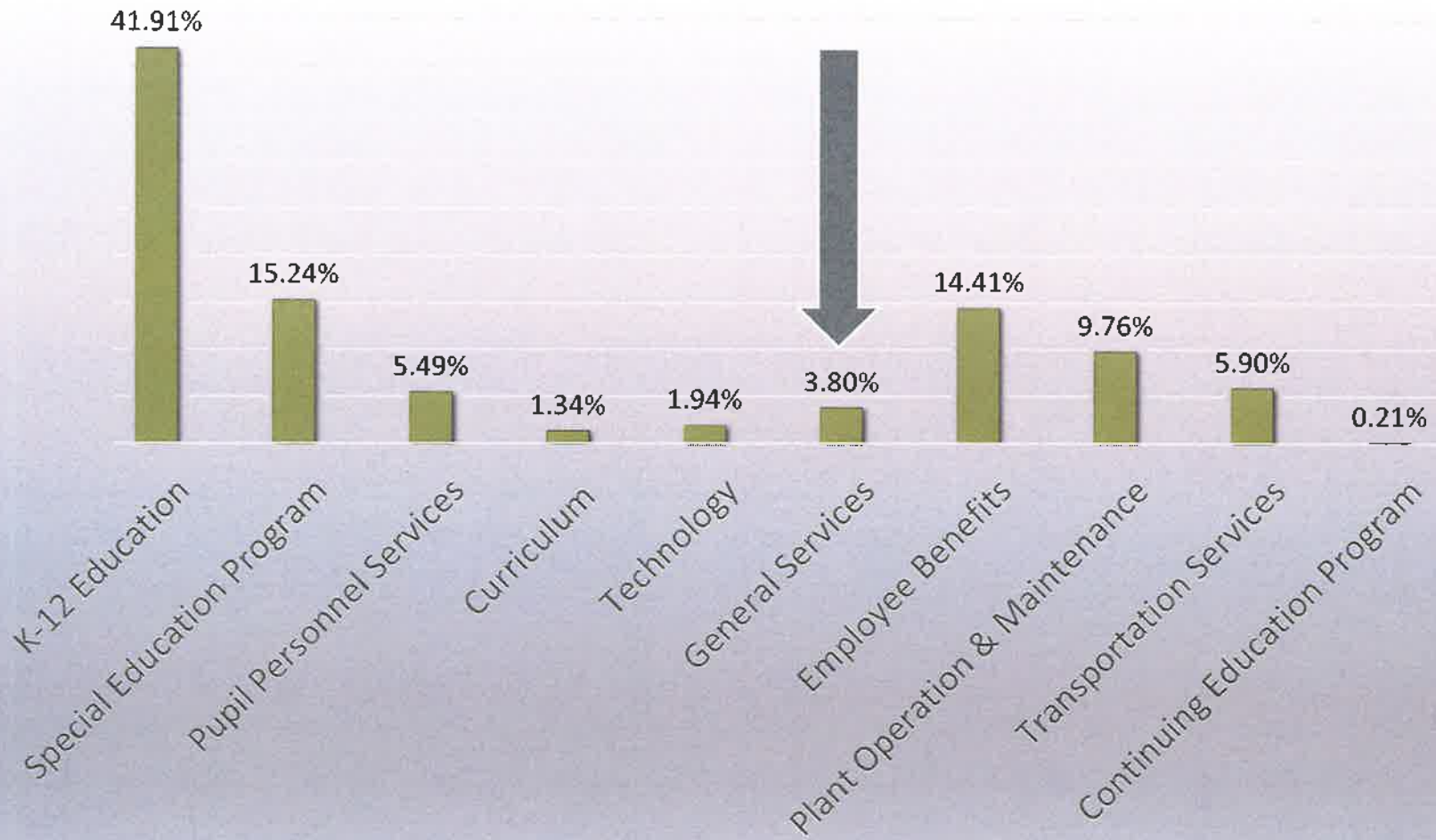


NEWTOWN PUBLIC SCHOOLS

# General Support Services







# Superintendent's Office

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>
<b>SUPERINTENDENT, ASST. SUPERINTENDENT &amp; HUMAN RESOURCES</b>						
Administrative Salaries	488,687	510,306	512,897	523,684	593,684	70,000
Secretarial Salaries	277,629	296,896	295,288	295,288	297,618	2,330
Extra Work (Non-Certified)	7,917	4,279	6,000	6,000	6,000	0
Professional Services	90,632	106,796	125,500	125,500	95,500	(30,000)
Staff Training	3,020	1,848	2,600	2,600	8,000	5,400
Contracted Services	9,055	19,121	7,780	7,780	7,000	(780)
Communications - Advertising	2,628	2,581	3,500	3,500	3,000	(500)
Staff Mileage	10,446	8,864	10,850	10,850	10,800	(50)
Textbooks	461	0	450	450	400	(50)
Office Supplies	3,824	2,413	2,800	2,800	2,800	0
Memberships	8,507	8,889	7,486	7,486	7,981	495
<b>Subtotal</b>	<b>902,806</b>	<b>961,994</b>	<b>975,151</b>	<b>985,938</b>	<b>1,032,783</b>	<b>46,845</b>

# Business Office

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>
<b>BUDGET &amp; BUSINESS SERVICES</b>						
Administrative Salaries	162,173	165,822	169,553	164,790	150,000	(14,790)
Supervisory Salaries	106,975	133,763	135,611	185,856	218,611	32,755
Clerical Salaries	289,837	288,530	301,911	232,397	226,010	(6,387)
Secretarial Salaries	52,315	53,886	54,871	54,871	56,089	1,218
Extra Work (Non-Certified)	9,924	10,418	4,000	4,000	4,000	0
Professional Services	36,561	46,098	41,300	41,300	40,700	(600)
Staff Training	209	1,702	3,800	3,800	2,000	(1,800)
Equipment Repairs	1,609	1,197	1,500	1,500	1,500	0
Equipment Rental	20,812	20,812	20,212	20,212	21,353	1,141
Contracted Services	3,823	1,859	3,390	3,390	3,850	460
Communications - Postage	8,007	8,100	8,100	8,100	8,000	(100)
Communications - Advertising	603	80	950	950	600	(350)
Staff Mileage	3,711	3,704	3,990	3,990	3,800	(190)
Office Supplies	19,597	22,357	20,000	20,000	19,800	(200)
Memberships	955	955	975	975	975	0
<b>Subtotal</b>	<b>717,109</b>	<b>759,282</b>	<b>770,163</b>	<b>746,131</b>	<b>757,288</b>	<b>11,157</b>

# Provisions for Salary Adjustments & Regular Subs

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>
<b>PROVISION FOR SALARY ADJUSTMENTS</b>						
Provision For Certified Salary Adj.	0	0	43,827	0	123,320	123,320
Savings From Turnover	0	0	(624,138)	(434,954)	(550,000)	(115,046)
Provision For Non-certified	0	0	56,022	0	73,194	73,194
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>(524,289)</b>	<b>(434,954)</b>	<b>(353,486)</b>	<b>81,468</b>

<b>REGULAR SUBSTITUTES &amp; DISTRICT EXTRA WORK</b>						
Substitute Calling	12,178	12,462	12,732	12,732	12,732	0
Substitutes (Certified)	546,619	510,596	605,520	605,520	559,520	(46,000)
Extra Work (Non-Certified)	12,128	60,409	12,500	12,500	12,500	0
<b>Subtotal</b>	<b>570,924</b>	<b>583,467</b>	<b>630,752</b>	<b>630,752</b>	<b>584,752</b>	<b>(46,000)</b>

# Board of Education Expenses

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>
<b>BOARD OF EDUCATION SERVICES</b>						
Secretarial Salaries	3,000	2,625	3,500	3,500	3,500	0
Contracted Services	3,483	6,226	4,050	4,050	3,850	(200)
Liability/Umbrella Insurance	187,658	164,328	163,878	163,878	176,539	12,661
Printing Services	2,377	3,624	2,650	2,650	2,500	(150)
Staff Mileage	70	1,087	1,650	1,650	1,500	(150)
Office/Meeting Supplies	5,304	7,043	5,900	5,900	6,800	900
Memberships	23,271	25,805	26,095	26,095	25,981	(114)
<b>Subtotal</b>	<b>225,163</b>	<b>210,738</b>	<b>207,723</b>	<b>207,723</b>	<b>220,670</b>	<b>12,947</b>

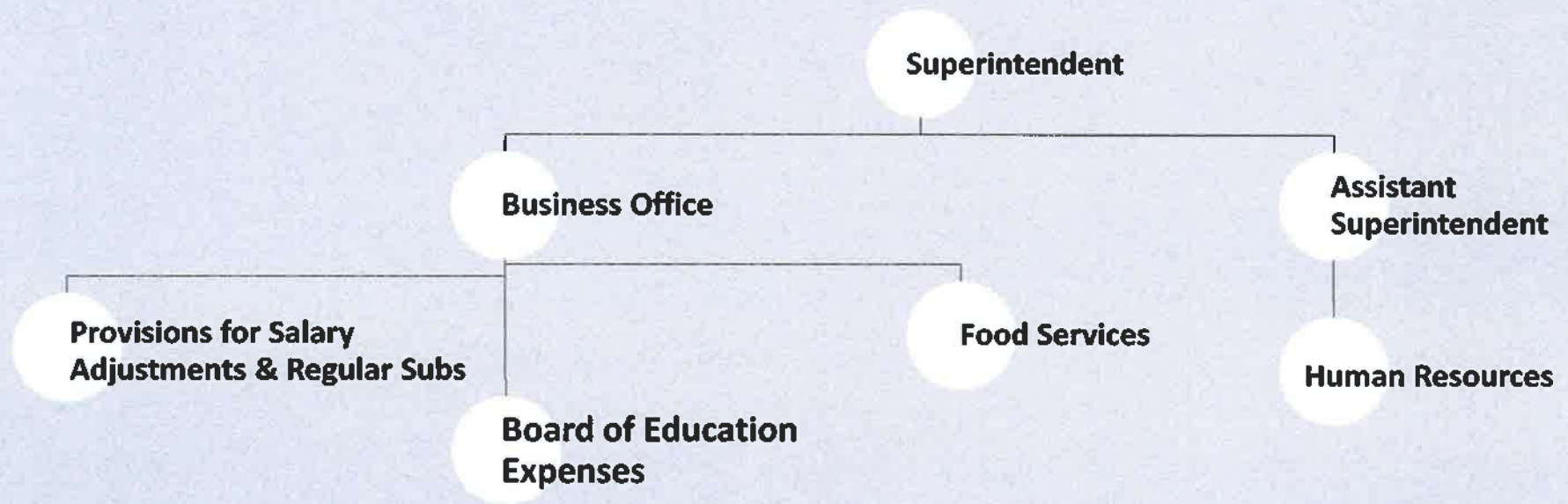
# Food Services

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>
<b>CAFETERIA</b>						
Equipment Repairs	35,243	41,257	30,000	30,000	30,000	0
Contracted Services	0	82,355	10,000	10,000	20,000	10,000
<b>Subtotal</b>	<b>35,243</b>	<b>123,612</b>	<b>40,000</b>	<b>40,000</b>	<b>50,000</b>	<b>10,000</b>



# General Support Questions

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# General Support – Total Budget

<b>Object</b>	<b>2018 - 19 Expended</b>	<b>2019 - 20 Expended</b>	<b>2020 - 21 Budgeted</b>	<b>2020 - 21 Current</b>	<b>2021 - 22 Requested</b>	<b>\$ Change</b>	<b>% Change</b>
Certified Salaries	1,197,479	1,186,724	707,659	859,040	876,524	17,484	2.04%
Non-Certified Salaries	1,356,093	1,460,078	1,516,701	1,441,410	1,567,760	126,350	8.77%
Professional Services	127,193	152,894	166,800	166,800	136,200	(30,600)	-18.35%
Staff Training	3,229	3,550	6,400	6,400	10,000	3,600	56.25%
Equipment Repairs	55,428	50,229	58,150	58,150	42,000	(16,150)	-27.77%
Equipment Rentals	20,812	20,812	20,212	20,212	21,353	1,141	5.65%
Contracted Services	55,334	115,658	33,635	33,635	41,900	8,265	24.57%
Insurance - Liability	187,658	164,328	163,878	163,878	176,539	12,661	7.73%
Communications	11,237	10,761	12,550	12,550	11,600	(950)	-7.57%
Printing Services	2,377	3,624	2,650	2,650	2,500	(150)	-5.66%
Staff Mileage	15,741	15,508	18,740	18,740	18,615	(125)	-0.67%
Supplies	35,743	41,175	34,734	34,734	40,275	5,541	15.95%
Textbooks	461	0	450	450	400	(50)	-11.11%
Equipment	96,013	109,041	99,932	99,932	101,316	1,384	1.38%
Memberships	32,733	35,649	34,556	34,556	34,937	381	1.10%
<b>Total</b>	<b>3,197,531</b>	<b>3,370,030</b>	<b>2,877,047</b>	<b>2,953,137</b>	<b>3,081,919</b>	<b>128,782</b>	<b>4.36%</b>



# TRANSPORTATION

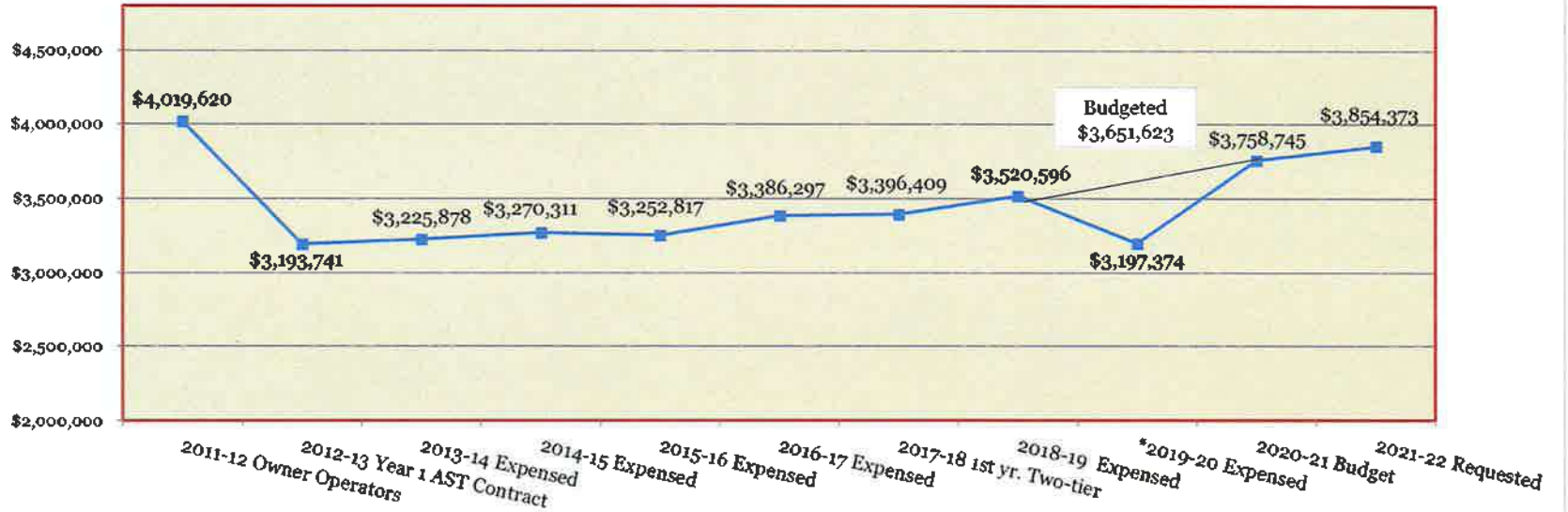


# STUDENT TRANSPORTATION

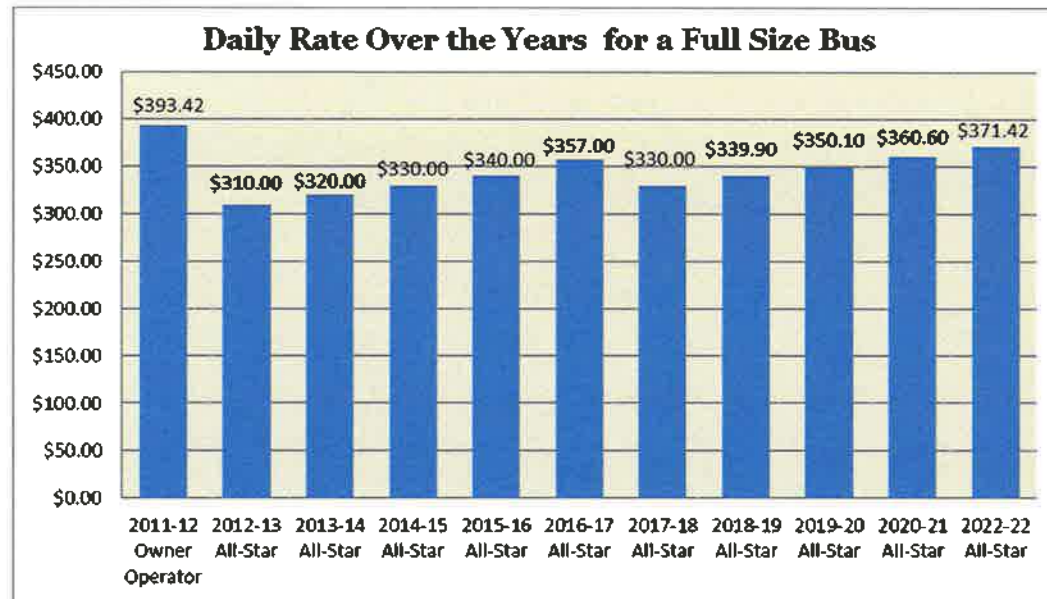
- Fiscal 2021-22 will mark the 5<sup>th</sup> year of a five year contract with All-Star Transportation.
- 3% overall increase for all of our in-district transports as well as sports.
- All inclusive contract (provides transportation to magnet, Vo-ag and other schools)

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>	<i>% Change</i>
<b><u>TRANSPORTATION SERVICES DETAIL</u></b>							
Bus Driver Salaries	12,745	22,043	25,585	25,585	25,585	0	0.00%
Equipment Repairs	1,433	6,280	2,500	2,500	2,500	0	0.00%
Local Student Trans	2,805,366	2,577,258	3,001,983	3,001,983	3,091,044	89,061	2.97%
Vocational Transportation	101,012	89,516	104,377	104,377	107,530	3,153	3.02%
Local Special Ed. Trans.	536,526	445,290	551,607	551,607	545,980	(5,627)	-1.02%
Magnet Sch. Transportation	77,691	85,310	100,778	100,778	109,819	9,041	8.97%
<b>Sub Total</b>	<b>3,534,774</b>	<b>3,225,698</b>	<b>3,786,830</b>	<b>3,786,830</b>	<b>3,882,458</b>	<b>95,628</b>	<b>2.53%</b>

### In District Transportation Costs



# DAILY RATES

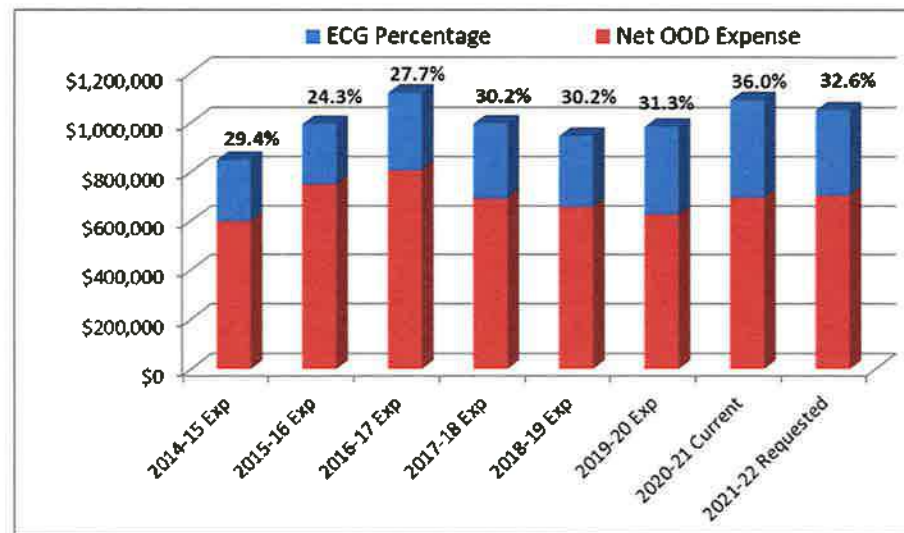


# OUT OF DISTRICT TRANSPORTATION

- Second year of a five year contract with EdAdvance

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>	<i>% Change</i>
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Vocational Transportation	101,012	89,516	104,377	104,377	107,530	3,153	3.02%
Local Special Ed. Trans.	536,526	445,290	551,607	551,607	545,980	(5,627)	-1.02%
Magnet Sch. Transportation	77,691	85,310	100,778	100,778	109,819	9,041	8.97%
Out of District Trans.	660,296	629,687	698,390	698,390	707,855	9,465	1.36%

# EXCESS COST GRANT



# BUS FUEL

<b>2021-22 Budget Summary</b>				
<b>Diesel Fuel Gallons</b>	Actual 2018-19	Actual 2019-20	Budgeted 2020-21	Requested 2021-22
All-Star	21,167	1,020	1,500	800
Cost pr/gal	\$2.1060	\$2.1683	\$2.1893	\$1.8849
<b>Total</b>	<b>\$44,577</b>	<b>\$2,212</b>	<b>\$3,283</b>	<b>\$1,508</b>
<b>Gasoline Gallons</b>				
All Star	17,134	6,566		0
SPED Van	2,142	1,536	3,000	3,100
Cost pr/gal - Qtr 1&2	\$2.0150	\$1.7400	\$2.0000	\$1.7700
Cost pr/gal - Qtr 3&4	\$1.7400	\$2.0400	\$2.0000	\$1.7700
<b>Total</b>	<b>\$35,980</b>	<b>\$14,380</b>	<b>\$6,000</b>	<b>\$5,487</b>
<b>Propane Gallons</b>				
All-Star	121,556	114,778	170,380	170,000
		\$1.0759	\$1.0759	\$1.0759
<b>Total</b>	<b>\$158,408</b>	<b>\$123,489</b>	<b>\$183,312</b>	<b>\$182,903</b>
<b>Total Gallons</b>				
Gallons	161,999	123,900	174,880	173,900
<b>Cost</b>	<b>\$238,965</b>	<b>\$140,081</b>	<b>\$192,595</b>	<b>\$189,898</b>
<i>IRS Refund for use of Alternative Fuel</i>		-59,271		
<i>Billed to Transportation Provide</i>	-55,919	-15,521		
<i>Portion of fuel used by Park and Rec</i>		-3,495		
<b>Totals</b>	<b>\$233,046</b>	<b>\$111,794</b>	<b>\$192,595</b>	<b>\$189,898</b>



# OBJECT DETAIL

<i>Object</i>	<i>2018 - 19 Expended</i>	<i>2019 - 20 Expended</i>	<i>2020 - 21 Budgeted</i>	<i>2020 - 21 Current</i>	<i>2021 - 22 Requested</i>	<i>\$ Change</i>	<i>% Change</i>
<b><u>TRANSPORTATION SERVICES DETAIL</u></b>							
Bus Driver Salaries	12,745	22,043	25,585	25,585	25,585	0	0.00%
Equipment Repairs	1,433	6,280	2,500	2,500	2,500	0	0.00%
Local Student Trans	2,805,366	2,577,258	3,001,983	3,001,983	3,091,044	89,061	2.97%
Vocational Transportation	101,012	89,516	104,377	104,377	107,530	3,153	3.02%
Local Special Ed. Trans.	536,526	445,290	551,607	551,607	545,980	(5,627)	-1.02%
Magnet Sch. Transportation	77,691	85,310	100,778	100,778	109,819	9,041	8.97%
Out of District Trans.	660,296	629,687	698,390	698,390	707,855	9,465	1.36%
Fuel for Vehicles	233,046	111,794	192,595	192,595	189,898	(2,697)	-1.40%
<b>TRANSPORTATION</b>	<b>4,428,116</b>	<b>3,967,179</b>	<b>4,677,815</b>	<b>4,677,815</b>	<b>4,780,211</b>	<b>102,396</b>	<b>2.19%</b>



# NEWTOWN PUBLIC SCHOOLS 2020-2021 SCHOOL CALENDAR

## AUGUST (4)

M	T	W	TH	F
		26	27	28
31				

26-All Teachers Report  
26, 27, 28 & 31 –Staff Development Days

## SEPTEMBER 18(20)

M	T	W	TH	F
	1	2	*3	*4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

1 & 2 – Staff Development Days  
\*3 – Students Report  
\*3 & \*4 – 3 hr. Early Dismissal--Staff Development  
7-Labor Day - Schools Closed  
28-Yom Kippur - Schools Closed

## OCTOBER 22 (22)

M	T	W	TH	F
			1	*2
5	6	7	8	9
12	13	14	15	16
19	20	*21	*22	*23
26	27	28	29	30

\*2--2 hr. Delayed Opening--Staff Development  
\*21, 22, 23--3 hr. early dismissal-Elementary, Reed and Middle School Conferences

## NOVEMBER 18(19)

M	T	W	TH	F
2	*--	4	5	6
9	10	11	12	13
16	17	*18	*19	20
23	24	*25	26	27
30				

\*3-Election Day-Schools Closed For Students, Staff Development  
\*18 & 19-High School Conferences 3 hr. Early Dismissal  
\*25--3 hr. Early Dismissal  
26-27-Thanksgiving Recess

## DECEMBER 17(17)

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	*23	24	25
28	29	30	31	

\*23--3 hr. Early Dismissal - Holiday  
24-31-Holiday Recess

## JANUARY 19(19)

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	*15
18	19	20	21	22
25	26	27	28	29

1-New Year's Day-Schools Closed  
\*15--3 hr. Early Dismissal--Staff development  
18-Martin Luther King Day - Schools Closed

## FEBRUARY 18(18)

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	*12
15	16	17	18	19
22	23	24	25	26

\*12--3 hr. Early Dismissal--Staff Development  
15-16-Schools Closed

## MARCH 23(23)

M	T	W	TH	F
1	2	3	4	5
8	9	*10	11	12
15	16	17	*18	*19
22	23	24	25	26
29	30	31		

\*10--2 hr. Delayed Opening--Staff Dev.  
\*18 & 19-3 hr. Early Dismissal-Elementary, Reed and Middle School Conferences (25 & 26 makeups)  
\*18-High School Conferences (25- High School make-up day)

## APRIL 15(16)

M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	*30

2-Good Friday - Schools Closed  
12-16- Schools Closed  
\*30-Schools closed for Students-Staff Development Day

## MAY 20(20)

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	*28
31				

\*28--3 hr. Early dismissal--Staff Dev.  
31-Memorial Day- Schools Closed

## JUNE 9(9)

M	T	W	TH	F
	1	2	3	4
7	8	9	10	☀11
14	15	16	17	18
21	22	23	24	25
28	29	30		

☀-Projected last day of school

### Please Note:

*\*State of Connecticut mandates 180 calendar days for students. Beyond the projected June 11 date, school cancellation days will be made up by adding days through June 30. By Mar. 12 if there are more than 8 cancellations, April 30 will be a full day of school.*

**Please Note: Shaded calendar days = all schools closed for staff and students**

### Virtual Open House Dates:

Elementary: Sept. 8 & 9  
Reed Intermediate: Sept. 10  
Middle School: Sept. 15 gr.7, Sept. 16 gr. 8  
High School: Sept. 17

### Student Days – 179

Teacher Days – 187  
Adopted: March 3, 2020  
Revised: July 7, 2020  
Revised: July 21, 2020

*\*State of Connecticut granted flexibility for a minimum of 177 student days for 2020-2021.*