

# WESTON BOARD OF EDUCATION

Monday, April 21, 2014

Weston Middle School Library Resource Center

Executive Session 6:30 p.m.

Regular Session 7:30 p.m.

## I. CALL TO ORDER, VERIFICATION OF QUORUM

Philip Schaefer, Chairperson

## II. EXECUTIVE SESSION

### 1. Matters Pertaining to Personnel

- Non-Renewal of Long-Term Substitute Teachers
- Non-Renewal Long-Term Building Substitute Teachers
- Non-Renewal Reduction in Force – Teachers
- Other Non-Renewals

## III. RESUME PUBLIC SESSION, PLEDGE OF ALLEGIANCE

## IV. RECOGNITION

Motion

### 1. President's Volunteer Service Award

Ms. Watkins, Principal of Weston Middle School, will present sixth-grade student Noelle Mendelson with the President's Volunteer Service Award.

## V. APPROVAL OF MINUTES, *pages 1-5*

Motion

The Board will vote to approve the minutes from March 17.

## VI. PUBLIC COMMENT

Information

## VII. NEW BUSINESS

### 1. Security Standards Presentation

Mr. Jeff Venter, DVS Security Senior Principal, will explain the new security standards and assessment methods.

Information

### 2. Update on Hurlbutt Elementary School

Dr. Palmer will provide an update on Hurlbutt Elementary School and the use of space for the Senior Center.

Information

### 3. Non-Renewal of Long-Term Substitute Teachers

In order to comply with Connecticut General Statutes, Section 10-151, we are recommending that the following long-term substitute teachers not be renewed for the 2014-2015 school year. This action is necessary based on the duration of their long-term substitute employment, which approximates or exceeds ninety (90) consecutive days in the same assignment and does not reflect on their service to the Weston Public Schools.

Motion

### 4. Non-Renewal Long-Term Building Substitute Teachers

In order to comply with Connecticut General Statutes, Section 10-151, we are recommending that the following building substitute teachers not be renewed for

Motion

the 2014-2015 school year. This action is necessary based on the duration of their long-term substitute employment, which approximates or exceeds ninety (90) consecutive days in the same assignment and does not reflect on their service to the Weston Public Schools.

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <b>5. Non-Renewal Reduction in Force – Teachers</b><br>In order to comply with Connecticut General Statutes, Section 10-151, we are recommending that the following teachers not be renewed for the 2014-2015 school year. This action is attributed to the lack of an available position related to a staff reduction under consideration in the school district's budget for the 2014-2015 school year.                                                                                | <b>Motion</b>        |
| <b>6. Other Non-Renewals</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Motion</b>        |
| <b>7. Approval of Summer Technology Academy and Institute</b><br>Mr. Haakonsen, Director of Technology, will discuss the Summer Technology Academy and Institute proposal.                                                                                                                                                                                                                                                                                                               | <b>Motion</b>        |
| <b>8. Presentation on Writing Programs at Hurlbutt Elementary School and Weston Intermediate School</b><br>Mrs. Kaddis, Principal of Hurlbutt Elementary School, and Ms. Falber, Principal of Weston Intermediate School, will present highlights of the continuum of instruction to support students in writing in grades prek-5.                                                                                                                                                       | <b>Information</b>   |
| <b>9. Fifth FY 2014 Financial Update and Approval of Transfers, <i>pages 6-19</i></b><br>Dr. Keating, Director of Finance and Operations, will provide a monthly financial update.                                                                                                                                                                                                                                                                                                       | <b>Motion</b>        |
| <b>10. Technology Lease Signatory</b><br>Dr. Keating will explain the purpose and terms of the proposed lease agreement with TD Banknorth which will allow the schools to acquire varied and numerous technology items as described specifically in the agreement.                                                                                                                                                                                                                       | <b>Motion</b>        |
| <b>11. Weston Board of Education Policies, Regulations, and Bylaws, <i>pages 20-35</i></b><br>Mr. Brey, Director of Human Resources and Internal Counsel, will review the following Weston Board of Education policies, regulations, and bylaws:<br>A. Policy 5114.6, Sex Discrimination and Sexual Harassment (Students);<br>B. Administrative Regulation 5114.6, Sex Discrimination and Sexual Harassment (Students); and<br>C. Policy 4118.12/4218.12, Sexual Harassment (Personnel). | <b>First Reading</b> |

## **VIII. OLD BUSINESS**

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| <b>1. Weston Board of Education Policies, Regulations, and Bylaws, <i>pages 36-45</i></b><br>Mr. Brey will review the following Weston Board of Education policies, regulations, and bylaws:<br>A. Policy 5145, Non-Discrimination (Students);<br>B. Regulation 5145, Administrative Regulation Regarding Discrimination Complaints (Students);<br>C. Bylaw 9120, Officers; and<br>D. Bylaw 9121, Chairperson. | <b>Motion</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|

**IX. SUPERINTENDENT’S REPORT**

- 1. Next Regular Board Meeting Monday, May 19, 2014 at 7:30 p.m.**
- 2. District Update**
- 3. Principals’ Reports, *pages 46-57***

**Information  
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Information**

**X. COMMITTEE REPORTS**

- 1. Communications Committee - Nina Daniel**
- 2. Curriculum Committee - Ellen Uzenoff**
- 3. Finance Committee - Denise Harvey**
- 4. Facilities Committee - Ellen Uzenoff**
- 5. Policy Committee - Dana Levin**
- 6. Negotiations Committee - Denise Harvey**
- 7. CES - Nina Daniel**
- 8. CAFE - Elise Major**
- 9. Weston Education Foundation - Denise Harvey**

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**XI. ADJOURNMENT**

**Motion**

Weston Public Schools  
Board of Education Special Meeting  
Weston Middle School Library Resource Center  
March 17, 2014

**Attendance:**

|                                 |                                                |
|---------------------------------|------------------------------------------------|
| Philip Schaefer, Chairperson    | Sara Spaulding                                 |
| Ellen Uzenoff, Vice Chairperson | Dr. Colleen Palmer, Superintendent             |
| Dana Levin, Secretary/Treasurer | Dr. Kenneth Craw, Assistant Superintendent     |
| Nina Daniel                     | Dr. Jo-Ann Keating, Director of Finance & Ops. |
| Denise Harvey                   | Lewis Brey, Director of Human Resources        |
| Elise Major                     | <i>Absent: None</i>                            |

**I. CALL TO ORDER, VERIFICATION OF QUORUM**  
**Philip Schaefer, Chairperson**

**II. PLEDGE OF ALLEGIANCE**

**III. RECOGNITION – No Report**

**IV. APPROVAL OF MINUTES**

The Board will vote to approve the minutes from February 25.

*Motion: Moved that the Weston Board of Education approves the minutes of the February 25, 2014 Regular Session. Motion by Mrs. Levin, second by Ms. Harvey, 6 in favor, 1 abstain. (6-0-1)*

**V. PUBLIC COMMENT**

**Katie Gregory 7 Farrell Road**

Ms. Gregory spoke against co-mingled space at Hurlbutt Elementary School, and expressed concern that not enough transparency in process has been adhered to in the expansion of the Senior Center.

**Tim Lawler, Hidden Meadow Road**

Mr. Lawler requested that the Board of Education be more openly vocal regarding plans for co-mingling at Hurlbutt Elementary School.

**VI. NEW BUSINESS**

**1. Strategic Plan Update**

Dr. Craw provided a progress report on the District Strategic Plan, providing key accomplishments in each of the four areas of the plan, as well as security/safety and next steps. To date, 64% of the plan has been completed. Discussion by the Board followed.

## **2. Update on Implementation of Common Core and Smarter Balanced Assessments**

Dr. Palmer provided an update on the implementation of Common Core and the Smarter Balanced Assessment (SBA) in Connecticut. She stated that Weston Public Schools has been very active in aligning with the Common Core over the last two years. SBA testing in Weston is being deferred to May to avoid disruption of our school schedules due to the week-long delay at the State level for technology systems preparation, which is preventing testing this month as scheduled. She also discussed teacher evaluation, which links SBA with teacher effectiveness, and the current waiver Weston received for this requirement. Discussion by the Board followed.

## **3. Building Project Closeouts**

Dr. Keating discussed the close-out of the Weston High School building project, State project number 157-043 in order to move forward with the State audit process.

*Motion: Moved that the Weston Board of Education approves filing the form ED049F and the final grant application for a school building project with the Bureau of School Facilities for Weston High School and adopting the following resolution, accepting the project as complete. Be it resolved that the Board of Education accepts the Weston High School project, State project number 157-043 as complete. Motion by Ms. Daniel, Second by Mrs. Levin, all in favor. (7-0)*

## **4. Fourth FY 2014 Financial Update and Approval of Transfers**

Dr. Keating provided a monthly financial update, including special education services and winter accounts. One transfer, in technology, required approval.

*Motion: Moved that the Weston Board of Education approves the transfers set forth in the fourth financial report of FY 2014. Motion by Ms. Harvey, second by Mrs. Uzenoff, all in favor. (7-0)*

## **5. Weston Board of Education Policies and Regulations**

Mr. Brey reviewed the following Weston Board of Education policies, regulations, and bylaws:

- A. Policy 5145, Non-Discrimination (Students);
- B. Regulation 5145, Administrative Regulation Regarding Discrimination Complaints (Students);
- C. Bylaw 9120, Officers; and
- D. Bylaw 9121, Chairperson.

## **6. NEASC Report**

Mrs. Deorio presented the NEASC Accreditation Report of April 7-10, 2013 for Weston High School. She explained that we are accredited and are currently two-thirds through the process. What is remaining is a first brief report due in August 2014 to address some of the facilities recommendations that are already in progress, a two-year report in April 2015 to address the highlighted recommendations, and a five-year report in April 2018 to show that many of the recommendations have been

completed. Commendations include course offerings, beautiful facilities and resources, and the curriculum instructional leaders and assessments we have in place.

## **VII. OLD BUSINESS**

### **1. Weston Board of Education Policies and Regulations**

Mr. Brey reviewed the following Weston Board of Education Policies and Regulations:

- A. Policy 4111.1, Minority Recruitment;
- B. Policy 3150, Budget Procedures and Transfer of Funds; and
- C. Regulations 4118.11 – 4218.11, Administrative Regulations Regarding Discrimination Complaints (Personnel).

*Motion: Moved that the Weston Board of Education approves Policy 4111.1, Minority Recruitment; Policy 3150, Budget Procedures and Transfer of Funds; and Regulations 4118.11-4218.11, Administrative Regulations Regarding Discrimination Complaints (Personnel). Motion by Mrs. Levin, second by Ms. Major, all in favor. (7-0)*

## **VIII. SUPERINTENDENT'S REPORT**

### **1. Next Regular Board Meeting Monday, April 21, 2014 at 7:30 p.m.**

### **2. District Update**

Dr. Palmer discussed the details of a preliminary mandated C.E.S. regional calendar that is before the State for approval for 2015-2016, announced that bids are out for the high school E-wing renovation, and announced that an update will be forthcoming for parents on the topic of Hurlbutt Elementary School. Discussion by the Board followed.

### **3. Principals' Reports**

Mrs. Kaddis, Hurlbutt Elementary School Principal, highlighted Read Across America week, which coincided with Dr. Seuss' birthday. Ms. Falber, Weston Intermediate School Principal, discussed fourth-grade invention projects, fifth-grade experiments with embedded tasks, and an all-school dance party for earning 100 paws. Mrs. Watkins, Weston Middle School Principal, discussed the *Long Walk to Water* One School, One Book project and their guest speaker, and acknowledged the hard work of the Mock Trial team. Mrs. Deorio, Weston High School Principal, announced that we ranked first in the State for our AP exam scores, success of the recent eighth-grade orientation night, and the upcoming *Carousel* performance by Company.

## **IX. COMMITTEE REPORTS**

### **1. Communications Committee**

The next Committee meeting is scheduled for March 26 at 8:00 a.m. to discuss ways to reach out to the community and plan for a realtors' open house that is scheduled for May 21.

**2. Wellness Committee**

The following items from the March 7 meeting were discussed by Ms. Daniel: Family University Night scheduled for April 9, online posting of recent drug and alcohol survey results, Special Olympics on May 10, and the Brown Rice award received by Weston High School.

**3. Curriculum Committee**

The following items from the March 12 meeting were discussed by Ms. Uzenoff: the K-12 theatre arts program opportunities for students, staffing recommendations, and facilities maintenance scheduling; the curriculum portion of the Strategic Plan; and math placement process for incoming sixth-grade students. The next Committee meeting is scheduled for April 9 at 8:00 a.m.

**4. Finance Committee**

Per Ms. Harvey, the Committee held their regular monthly meeting on March 6 and held a special meeting on March 14. In addition to what was covered previously on the agenda, uniform chart of accounts was discussed. An executive session will be needed to discuss the 117k for additional security that was removed from the proposed budget. The next Committee meeting is scheduled for April 10 at 8:00 a.m.

**5. Facilities Committee**

The following items from the March 4 meeting were discussed by Ms. Uzenoff: lighting and sound project, Zenon plant maintenance and cleaning in June, North House roof replacement, Strategic Plan review of facilities, formation of a Turf Committee for replacement of the high school soccer field turf, discussion of user fees, plans to replenish the sink fund, the high school windows and doors project, the CL&P energy conservation study for which an audit is being finalized at the high school, the middle school pool project, and the Senior Center. Ms. Uzenoff stressed that at this time the Facilities Committee, Board, and Administration are only exploring options and that nothing is being done prior to the security risk analysis. She further stressed that before any steps are taken there will be thorough communications going out. The next Committee meeting is scheduled for April 9 at 4:00 p.m.

**6. Policy Committee**

Per Mrs. Levin, there is nothing to report beyond what was discussed previously on the agenda. The next Committee meeting is scheduled for April 8 at 8:15 a.m.

**7. Negotiations Committee**

Nothing to report.

**8. CES**

Per Ms. Daniel, the following topics were discussed at the March 6 meeting: the regional calendar, impact of Affordable Care Act on school districts, CAFE on the Hill, and the Choice Program in Weston and Fairfield.

**9. CAFE**

Ms. Major announced that CAFE declared March as Board of Education appreciation month and thanked her fellow Board members for all of their dedication and hard work.

**10. Weston Education Foundation**

Per Ms. Harvey, WEF continues to work on projects, including website redesign and bylaws, and brainstormed the possible hosting of a donor reception event in the early fall.

**X. ADJOURNMENT**

*Motion: Motion to adjourn by Ms. Harvey, second by Ms. Major, all in favor. (7-0) Meeting adjourned at 9:26 p.m.*

Minutes prepared by Jennifer Markov, Board of Education Clerk.

Minutes reviewed/approved by Dr. Colleen Palmer, Superintendent.



**Weston Public Schools**  
**Financial Report**  
**5<sup>th</sup> Financial Report for FY 2014**

Attached please find the fourth Financial Report for the FY 2014 General Fund Operating Budget on pages 2 through 9. The information reflects actual transactions through March 31, 2014. The financial information presented in this report includes the adopted budget, current and year-to-date budget transfers, the revised budget (original budget plus or minus transfers), actual year-to-date expenditures, encumbrances, anticipated expenditures that have not been encumbered and the total projected expenditures by object, which is the sum of the previous three columns.

As mentioned in the last report, the district has been incurring a significant amount of overtime, additional costs for salt and sand, and repairs to equipment because of the inclement weather. In addition, we expect the energy accounts to be over spent because of the colder than normal temperatures. The financial report includes the estimated additional funding requirements of \$17,500 for overtime and \$43,974 for energy. It is too early to determine if there will be residual funds remaining in variable accounts, such as repair allowances, to cover these expenditures or if a supplemental appropriation from the town will be needed.

This report includes two transfers that exceed \$5,000:

1. The Principal of Weston High School requested a transfer of \$5,845 from Materials Account, \$4,000 to the Book Account for Science and \$1,845 to the Equipment Account to replace a 1980 cabinet.
2. The Director of Technology requested a transfer of \$5,000 from Non-Certified Salaries to Professional Technical Services. The district is contracting out for network administrative services that cannot be completed in house as a result of a vacancy.
3. The Director of Facilities requested a transfer of \$13,446 from the Materials Account to the Contracted Services Account. Funds were used to fix computer connections in the Mac Lab at the high school (\$4,172), repair generator (2,825), clean trap zaps (\$2,400), repair locks (\$1,275), repair sprinkler systems (\$1,200), and mechanical repairs (\$1,574).

Included in this report on pages 10 through 13 is a detailed report of expenditures for students with special needs as of March 31, 2014. Detailed notes follow the financial information, which provide an explanation of the estimated expenditures for the line items that may vary during the remainder of the fiscal year. As previously mentioned, the budget for TAG (Project Challenge) salaries has been reduced for the reclassification of .20 FTE to academic assistance in the middle school budget. This change has no budgetary to actual impact. Several outstanding financial issues were resolved during the month of March. As a result, the anticipated supplemental appropriation estimate for special education has been modified to reflect the most current financial information.

This document ends with the Internal Services Fund report on page 14, which reflects claims as of April 4, 2014. The most recent months of claims were below forecast by 202,929, which reduced the project expenditures for the year. Historically, the district's claims have been volatile month over month. Therefore, we will continue to closely monitor claims and report any concerns to the Board.

**WESTON PUBLIC SCHOOLS  
FY 2014 FINANCIAL REPORT**

**July 1, 2013 - March 31, 2014**

| Descriptions                        | FY 2014<br>Adopted<br>Budget | Year-to-Date<br>Budget<br>Adjustments | Current<br>Budget<br>Transfers | FY 2014<br>Revised<br>Budget | FY 2014<br>Expended | FY 2014<br>Encumbered | FY 2014<br>Anticipated | FY 2014<br>Expended,<br>Encumbered<br>&<br>Anticipated | Balance |
|-------------------------------------|------------------------------|---------------------------------------|--------------------------------|------------------------------|---------------------|-----------------------|------------------------|--------------------------------------------------------|---------|
|                                     |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Certified Salaries                  | 22,276,813                   | -146,793                              | -54,795                        | 22,130,020                   | 14,335,459          | 7,311,163             | 482,064                | 22,128,686                                             | 1,334   |
| Non-Certified Salaries              | 5,921,606                    | 82,921                                | 8,696                          | 6,004,527                    | 4,403,054           | 1,440,584             | 178,389                | 6,022,027                                              | -17,500 |
| Employee Benefits                   | 8,727,730                    | -5,267                                | 0                              | 8,722,463                    | 6,977,483           | 390                   | 1,744,590              | 8,722,463                                              | 0       |
| Total Employee Cost                 | 36,926,149                   | -69,139                               | -46,099                        | 36,857,010                   | 25,715,996          | 8,752,137             | 2,405,043              | 36,873,176                                             | -16,166 |
| Professional Educational Services   | 763,000                      | 110,134                               | 45,610                         | 873,134                      | 480,572             | 377,825               | 10,000                 | 868,397                                                | 4,737   |
| Professional Technical Services     | 660,585                      | 191,303                               | 6,500                          | 851,888                      | 561,689             | 173,507               | 116,692                | 851,888                                                | 0       |
| Utilities                           | 119,078                      | 0                                     | 0                              | 119,078                      | 90,417              | 28,559                | 102                    | 119,078                                                | 0       |
| Contracted Services/Maint. Projects | 2,539,560                    | -2,345                                | 14,076                         | 2,537,215                    | 2,066,083           | 258,922               | 212,210                | 2,537,215                                              | 0       |
| Equipment Repair/Rental             | 635,116                      | 17,859                                | -630                           | 652,975                      | 442,692             | 47,292                | 162,991                | 652,975                                                | 0       |
| Communications                      | 113,037                      | 4,400                                 | 0                              | 117,437                      | 69,231              | 8,939                 | 27,267                 | 105,437                                                | 12,000  |
| Other Insurance                     | 188,086                      | 39,040                                | 0                              | 227,126                      | 227,122             | 0                     | 4                      | 227,126                                                | 0       |
| Postage/Advertising/Printing        | 62,999                       | -3,746                                | 0                              | 59,253                       | 34,715              | 2,766                 | 21,772                 | 59,253                                                 | 0       |
| Out-of-District Tuition             | 1,422,389                    | 426,497                               | -79,249                        | 1,848,886                    | 1,286,494           | 527,392               | 35,000                 | 1,848,886                                              | 0       |
| Training & Reimbursable Expenses    | 87,610                       | -1,900                                | -1,000                         | 85,710                       | 40,292              | 7,891                 | 37,527                 | 85,710                                                 | 0       |
| Energy                              | 1,094,052                    | 15,201                                | 0                              | 1,109,253                    | 848,760             | 144                   | 304,323                | 1,153,227                                              | -43,974 |
| Materials                           | 1,265,298                    | -54,815                               | -21,691                        | 1,210,483                    | 902,280             | 98,472                | 209,731                | 1,210,483                                              | 0       |
| Books                               | 200,525                      | -5,412                                | 4,000                          | 195,113                      | 154,685             | 7,520                 | 32,908                 | 195,113                                                | 0       |
| Equipment                           | 67,443                       | -26,186                               | 1,845                          | 41,257                       | 5,470               | 2,841                 | 32,946                 | 41,257                                                 | 0       |
| Dues & Fees                         | 85,293                       | 6,041                                 | 1,900                          | 91,334                       | 78,756              | 611                   | 11,967                 | 91,334                                                 | 0       |
| Miscellaneous                       | 18,500                       | 5,950                                 | 0                              | 24,450                       | 21,268              | 1,044                 | 2,138                  | 24,450                                                 | 0       |
| Total Non-Salary Accounts           | 9,322,571                    | 722,021                               | -28,639                        | 10,044,592                   | 7,310,526           | 1,543,725             | 1,217,578              | 10,071,829                                             | -27,237 |
| General Fund Budget                 | 46,248,720                   | 652,882                               | -74,738                        | 46,901,602                   | 33,026,522          | 10,295,862            | 3,622,621              | 46,945,005                                             | -43,403 |
| Fees/Gate Receipts/P&R              | -154,054                     | 3,088                                 | 0                              | -150,966                     | -104,137            | 0                     | -46,829                | -150,966                                               | 0       |
| Excess Cost Grant/Tuitions/Rev.     | -519,248                     | -241,403                              | -27,519                        | -760,651                     | -611,229            | 0                     | -149,422               | -760,651                                               | 0       |
| Total General Fund & Revenues       | 45,575,418                   | 414,567                               | -102,257                       | 45,989,985                   | 32,311,156          | 10,295,862            | 3,426,370              | 46,033,388                                             | -43,403 |

**WESTON PUBLIC SCHOOLS  
FY 2014 FINANCIAL REPORT**

**July 1, 2013 - March 31, 2014**

| Descriptions | FY 2014 | Year-to-Date | Current | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 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**WESTON PUBLIC SCHOOLS  
FY 2014 FINANCIAL REPORT**

**July 1, 2013 - March 31, 2014**

| Descriptions | FY 2014 | Year-to-Date | Current | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 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| FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 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| FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 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| Descriptions                        | FY 2014<br>Adopted<br>Budget | Year-to-Date<br>Budget<br>Adjustments | Current<br>Budget<br>Transfers | FY 2014<br>Revised<br>Budget | FY 2014<br>Expended | FY 2014<br>Encumbered | FY 2014<br>Anticipated | FY 2014<br>Expended,<br>Encumbered<br>&<br>Anticipated | Balance |
|-------------------------------------|------------------------------|---------------------------------------|--------------------------------|------------------------------|---------------------|-----------------------|------------------------|--------------------------------------------------------|---------|
|                                     |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| <b>Athletics</b>                    |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Certified Salaries/Coaches Stipends | 473,406                      | -6,383                                | 0                              | 467,023                      | 326,770             | 32,644                | 107,609                | 467,023                                                | 0       |
| Non-Certified Salaries              | 119,943                      | 0                                     | 0                              | 119,943                      | 75,909              | 14,705                | 29,329                 | 119,943                                                | 0       |
| Professional Technical Services     | 76,890                       | 0                                     | 0                              | 76,890                       | 26,884              | 11,017                | 38,989                 | 76,890                                                 | 0       |
| Police/Fire Services                | 4,000                        | 0                                     | 0                              | 4,000                        | 2,799               | 401                   | 800                    | 4,000                                                  | 0       |
| Insurance                           | 10,000                       | 0                                     | 0                              | 10,000                       | 10,000              | 0                     | 0                      | 10,000                                                 | 0       |
| Transportation - Extra Curricular   | 79,534                       | 0                                     | 0                              | 79,534                       | 51,849              | 3,951                 | 23,734                 | 79,534                                                 | 0       |
| Materials                           | 55,000                       | 0                                     | 0                              | 55,000                       | 34,114              | 7,681                 | 13,205                 | 55,000                                                 | 0       |
| Equipment                           | 0                            | 0                                     | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Dues & Fees                         | 14,923                       | 0                                     | 0                              | 14,923                       | 13,250              | 0                     | 1,673                  | 14,923                                                 | 0       |
| Participation Fees/Gate Receipts    | -93,604                      | -912                                  | 0                              | -94,516                      | -54,887             | 0                     | -39,629                | -94,516                                                | 0       |
|                                     | 740,092                      | -7,295                                | 0                              | 732,797                      | 486,688             | 70,399                | 175,710                | 732,797                                                | 0       |
| <b>Special Education</b>            |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Certified Salaries                  | 3,138,689                    | -35,526                               | -54,795                        | 3,103,163                    | 2,031,721           | 1,046,375             | 25,067                 | 3,103,163                                              | 0       |
| Non-Certified Salaries              | 1,362,257                    | 33,026                                | 13,696                         | 1,395,283                    | 1,020,934           | 327,823               | 46,526                 | 1,395,283                                              | 0       |
| Professional Educational Services   | 730,500                      | 86,110                                | 45,610                         | 816,610                      | 428,785             | 377,825               | 10,000                 | 816,610                                                | 0       |
| Professional Technical Services     | 170,800                      | -1,040                                | -1,040                         | 169,760                      | 85,032              | 54,894                | 29,834                 | 169,760                                                | 0       |
| Equipment Repair/Rental             | 5,000                        | 0                                     | 0                              | 5,000                        | 0                   | 0                     | 5,000                  | 5,000                                                  | 0       |
| Tuition Out-of-District             | 1,422,389                    | 426,497                               | -79,249                        | 1,848,886                    | 1,286,494           | 527,392               | 35,000                 | 1,848,886                                              | 0       |
| Reimbursable Expenses               | 3,000                        | 0                                     | 0                              | 3,000                        | 199                 | 0                     | 2,801                  | 3,000                                                  | 0       |
| Materials                           | 38,425                       | -128                                  | 0                              | 38,297                       | 24,545              | 1,461                 | 12,291                 | 38,297                                                 | 0       |
| Books                               | 5,900                        | 0                                     | 0                              | 5,900                        | 2,011               | 401                   | 3,488                  | 5,900                                                  | 0       |
| Equipment                           | 15,000                       | 0                                     | 0                              | 15,000                       | 4,634               | 0                     | 10,366                 | 15,000                                                 | 0       |
| Dues & Fees                         | 2,000                        | 0                                     | 0                              | 2,000                        | 1,177               | 0                     | 823                    | 2,000                                                  | 0       |
| Excess Cost Grant/Pre-School        | -519,248                     | -241,403                              | -27,519                        | -760,651                     | -557,171            | 0                     | -203,480               | -760,651                                               | 0       |
|                                     | 6,374,712                    | 267,536                               | -103,297                       | 6,642,248                    | 4,328,361           | 2,336,171             | -22,284                | 6,642,248                                              | 0       |

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| Descriptions                           | FY 2014<br>Adopted<br>Budget | Year-to-Date<br>Budget<br>Adjustments | Current<br>Budget<br>Transfers | FY 2014<br>Revised<br>Budget | FY 2014<br>Expended | FY 2014<br>Encumbered | FY 2014<br>Anticipated | FY 2014<br>Expended,<br>Encumbered<br>&<br>Anticipated | Balance |
|----------------------------------------|------------------------------|---------------------------------------|--------------------------------|------------------------------|---------------------|-----------------------|------------------------|--------------------------------------------------------|---------|
|                                        |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Pupil Personnel Services               |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Certified Salaries                     | 1,605,867                    | 15,199                                | 0                              | 1,621,066                    | 1,026,272           | 570,275               | 24,519                 | 1,621,066                                              | 0       |
| Non-Certified Salaries                 | 734,893                      | -15,112                               | 0                              | 719,781                      | 527,331             | 180,855               | 11,595                 | 719,781                                                | 0       |
| Professional Technical Services        | 147,835                      | 68,205                                | 1,040                          | 216,040                      | 94,852              | 91,261                | 29,927                 | 216,040                                                | 0       |
| Equipment Repair/Rental                | 1,475                        | 128                                   | 0                              | 1,603                        | 943                 | 111                   | 549                    | 1,603                                                  | 0       |
| Postage/Advertising/Printing           | 10,460                       | -2,925                                | 0                              | 7,535                        | 2,814               | 2,000                 | 2,721                  | 7,535                                                  | 0       |
| Reimbursable Expenses                  | 1,500                        | 0                                     | 0                              | 1,500                        | 15                  | 0                     | 1,485                  | 1,500                                                  | 0       |
| Materials                              | 16,100                       | 0                                     | 0                              | 16,100                       | 11,714              | 47                    | 4,339                  | 16,100                                                 | 0       |
| Equipment                              | 0                            | 0                                     | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Dues & Fees                            | 575                          | 0                                     | 0                              | 575                          | 554                 | 0                     | 21                     | 575                                                    | 0       |
|                                        | 2,518,705                    | 65,495                                | 1,040                          | 2,584,200                    | 1,664,495           | 844,549               | 75,156                 | 2,584,200                                              | 0       |
| Curriculum & Instructional Improvement |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Certified Salaries                     | 820,332                      | -54,201                               | 0                              | 766,131                      | 515,533             | 221,522               | 29,076                 | 766,131                                                | 0       |
| Non-Certified Salaries                 | 59,032                       | -750                                  | 0                              | 58,282                       | 44,833              | 13,449                | 0                      | 58,282                                                 | 0       |
| Professional Educational Services      | 32,500                       | 24,024                                | 0                              | 56,524                       | 51,787              | 0                     | 0                      | 51,787                                                 | 4,737   |
| Professional Technical Services        | 104,100                      | 35,751                                | 1,500                          | 139,851                      | 121,694             | 13,162                | 4,995                  | 139,851                                                | 0       |
| Training & Reimbursable Expenses       | 61,570                       | -1,000                                | -1,000                         | 60,570                       | 26,690              | 7,891                 | 25,989                 | 60,570                                                 | 0       |
| Materials                              | 51,290                       | -8,588                                | -500                           | 42,702                       | 34,005              | 91                    | 8,606                  | 42,702                                                 | 0       |
| Books                                  | 91,500                       | -12,912                               | 0                              | 78,588                       | 71,579              | 0                     | 7,009                  | 78,588                                                 | 0       |
| Equipment                              | 9,708                        | -6,100                                | 0                              | 3,608                        | 0                   | 0                     | 3,608                  | 3,608                                                  | 0       |
| Dues & Fees                            | 19,569                       | 2,550                                 | 0                              | 22,119                       | 18,659              | 99                    | 3,361                  | 22,119                                                 | 0       |
|                                        | 1,249,601                    | -21,226                               | 0                              | 1,228,375                    | 884,780             | 256,214               | 82,644                 | 1,223,638                                              | 4,737   |

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| Descriptions | FY 2014 | Year-to-Date | Current | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 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| FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY 2014 | FY |
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**WESTON PUBLIC SCHOOLS  
FY 2014 FINANCIAL REPORT**

**July 1, 2013 - March 31, 2014**

| Descriptions                      | FY 2014<br>Adopted<br>Budget | Year-to-Date<br>Budget<br>Adjustments | Current<br>Budget<br>Transfers | FY 2014<br>Revised<br>Budget | FY 2014<br>Expended | FY 2014<br>Encumbered | FY 2014<br>Anticipated | FY 2014<br>Expended,<br>Encumbered<br>&<br>Anticipated | Balance |
|-----------------------------------|------------------------------|---------------------------------------|--------------------------------|------------------------------|---------------------|-----------------------|------------------------|--------------------------------------------------------|---------|
| <b>Facilities</b>                 |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Non-Certified Salaries            | 1,590,512                    | 50,695                                | 0                              | 1,641,207                    | 1,212,967           | 401,096               | 44,644                 | 1,658,707                                              | -17,500 |
| Professional Technical Services   | 11,480                       | -3,000                                | 0                              | 8,480                        | 1,360               | 0                     | 7,120                  | 8,480                                                  | 0       |
| Utilities                         | 119,078                      | 0                                     | 0                              | 119,078                      | 90,417              | 28,559                | 102                    | 119,078                                                | 0       |
| Contracted Services               | 1,148,401                    | -15,714                               | 13,446                         | 1,132,687                    | 777,280             | 219,394               | 136,013                | 1,132,687                                              | 0       |
| Maintenance Projects              | 57,329                       | -52                                   | 0                              | 57,277                       | 40,577              | 13,008                | 3,692                  | 57,277                                                 | 0       |
| Equipment Repair/Rental           | 82,604                       | 4,192                                 | 0                              | 86,796                       | 48,730              | 22,043                | 16,023                 | 86,796                                                 | 0       |
| Communications                    | 94,037                       | 0                                     | 0                              | 94,037                       | 51,681              | 3,089                 | 27,267                 | 82,037                                                 | 12,000  |
| Property Insurance                | 98,231                       | 25,763                                | 0                              | 123,994                      | 123,990             | 0                     | 4                      | 123,994                                                | 0       |
| Reimbursable Expenses             | 0                            | 3,000                                 | 0                              | 3,000                        | 3,000               | 0                     | 0                      | 3,000                                                  | 0       |
| Materials                         | 262,696                      | -13,446                               | -13,446                        | 249,250                      | 174,966             | 33,938                | 40,346                 | 249,250                                                | 0       |
| Equipment                         | 0                            | 0                                     | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Dues & Fees                       | 420                          | 60                                    | 0                              | 480                          | 0                   | 0                     | 480                    | 480                                                    | 0       |
| Miscellaneous                     | 12,000                       | 5,950                                 | 0                              | 17,950                       | 17,640              | 0                     | 310                    | 17,950                                                 | 0       |
| In-Kind Revenue from Parks & Rec. | -30,450                      | 0                                     | 0                              | -30,450                      | -19,250             | 0                     | -11,200                | -30,450                                                | 0       |
|                                   | 3,446,338                    | 57,448                                | 0                              | 3,503,786                    | 2,523,358           | 721,127               | 264,801                | 3,509,286                                              | -5,500  |
| <b>Energy Management</b>          |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Non-Certified Salaries            | 41,413                       | 828                                   | 0                              | 42,241                       | 32,493              | 9,748                 | 0                      | 42,241                                                 | 0       |
| Professional Technical Services   | 63,600                       | 0                                     | 0                              | 63,600                       | 63,600              | 0                     | 0                      | 63,600                                                 | 0       |
| Energy                            | 1,094,052                    | 15,201                                | 0                              | 1,109,253                    | 848,760             | 144                   | 304,323                | 1,153,227                                              | -43,974 |
|                                   | 1,199,065                    | 16,029                                | 0                              | 1,215,094                    | 944,853             | 9,892                 | 304,323                | 1,259,068                                              | -43,974 |
| <b>Transportation</b>             |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Non-Certified Salaries            | 180,326                      | 10,463                                | 0                              | 190,789                      | 155,159             | 24,096                | 11,534                 | 190,789                                                | 0       |
| Contracted Services               | 1,177,406                    | 13,421                                | 630                            | 1,190,827                    | 1,169,493           | 11,552                | 9,782                  | 1,190,827                                              | 0       |
| Equipment Repair                  | 8,000                        | 11,370                                | -630                           | 19,370                       | 14,472              | 894                   | 4,004                  | 19,370                                                 | 0       |
| Auto Insurance                    | 7,955                        | 209                                   | 0                              | 8,164                        | 8,164               | 0                     | 0                      | 8,164                                                  | 0       |
| Materials (fuel)                  | 168,135                      | -19,135                               | 0                              | 149,000                      | 98,096              | 12,922                | 37,982                 | 149,000                                                | 0       |
| Equipment                         | 0                            | 0                                     | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Revenue                           | 0                            | 0                                     | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
|                                   | 1,541,822                    | 16,328                                | 0                              | 1,558,150                    | 1,445,384           | 49,464                | 63,302                 | 1,558,150                                              | 0       |



**WESTON PUBLIC SCHOOLS  
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| Descriptions                                                                                                          | FY 2014<br>Adopted<br>Budget | Year-to-Date<br>Budget<br>Adjustments | Current<br>Budget<br>Transfers | FY 2014<br>Revised<br>Budget | FY 2014<br>Expended | FY 2014<br>Encumbered | FY 2014<br>Anticipated | FY 2014<br>Expended,<br>Encumbered<br>&<br>Anticipated | Balance |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|---------------------------------------|--------------------------------|------------------------------|---------------------|-----------------------|------------------------|--------------------------------------------------------|---------|
|                                                                                                                       |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| <b>District-Wide</b>                                                                                                  |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Liability Insurance                                                                                                   | 71,900                       | 13,068                                | 0                              | 84,968                       | 84,968              | 0                     | 0                      | 84,968                                                 | 0       |
| Regular Education Tuition*                                                                                            | 0                            | 0                                     | 0                              | 0                            | -54,058             | 0                     | 54,058                 | 0                                                      | 0       |
| Staffing Allowance                                                                                                    | 61,824                       | -61,824                               | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Degree Changes                                                                                                        | 64,917                       | -64,917                               | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Salary Allowance                                                                                                      | 42,500                       | -42,500                               | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
| Turnover Savings                                                                                                      | -247,146                     | 247,146                               | 0                              | 0                            | 0                   | 0                     | 0                      | 0                                                      | 0       |
|                                                                                                                       | -6,005                       | 90,973                                | 0                              | 84,968                       | 30,910              | 0                     | 54,058                 | 84,968                                                 | 0       |
| *Note: Regular Education Tuition has not been designate for other purposes in the school district's operating budget. |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| <b>Employee Benefits</b>                                                                                              |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Health Benefits                                                                                                       | 6,314,029                    | 0                                     | 0                              | 6,314,029                    | 5,261,691           | 0                     | 1,052,338              | 6,314,029                                              | 0       |
| Social Security                                                                                                       | 471,602                      | 18,081                                | 0                              | 489,683                      | 337,347             | 0                     | 152,336                | 489,683                                                | 0       |
| Medicare                                                                                                              | 407,413                      | 1,461                                 | 0                              | 408,874                      | 262,225             | 0                     | 146,649                | 408,874                                                | 0       |
| Workers Compensation                                                                                                  | 162,156                      | 5,042                                 | 0                              | 167,198                      | 167,198             | 0                     | 0                      | 167,198                                                | 0       |
| Unemployment Compensation                                                                                             | 70,000                       | -31,925                               | 0                              | 38,075                       | 21,871              | 0                     | 16,204                 | 38,075                                                 | 0       |
| Early Retirement                                                                                                      | 4,759                        | 0                                     | 0                              | 4,759                        | 4,759               | 0                     | 0                      | 4,759                                                  | 0       |
| Pension Program                                                                                                       | 791,720                      | 45,417                                | 0                              | 837,137                      | 557,334             | 390                   | 279,413                | 837,137                                                | 0       |
| GASB 43/45                                                                                                            | 250,000                      | 0                                     | 0                              | 250,000                      | 250,000             | 0                     | 0                      | 250,000                                                | 0       |
| Tuition Reimbursement                                                                                                 | 70,000                       | -27,232                               | 0                              | 42,768                       | 0                   | 0                     | 42,768                 | 42,768                                                 | 0       |
| Life Insurance                                                                                                        | 98,329                       | -14,586                               | 0                              | 83,743                       | 66,408              | 0                     | 17,335                 | 83,743                                                 | 0       |
| Disability Insurance                                                                                                  | 15,898                       | 17                                    | 0                              | 15,915                       | 13,219              | 0                     | 2,696                  | 15,915                                                 | 0       |
| Sick Bank                                                                                                             | 61,824                       | 0                                     | 0                              | 61,824                       | 33,250              | 0                     | 28,574                 | 61,824                                                 | 0       |
| Management Services                                                                                                   | 10,000                       | -1,542                                | 0                              | 8,458                        | 2,181               | 0                     | 6,277                  | 8,458                                                  | 0       |
|                                                                                                                       | 8,727,730                    | -5,267                                | 0                              | 8,722,463                    | 6,977,483           | 390                   | 1,744,590              | 8,722,463                                              | 0       |
| <b>Copy Center</b>                                                                                                    |                              |                                       |                                |                              |                     |                       |                        |                                                        |         |
| Non-Certified Salaries                                                                                                | 58,137                       | 500                                   | 0                              | 58,637                       | 43,801              | 14,836                | 0                      | 58,637                                                 | 0       |
| Equipment Rental                                                                                                      | 117,828                      | 9,939                                 | 0                              | 127,767                      | 94,597              | 21,170                | 12,000                 | 127,767                                                | 0       |
| Postage                                                                                                               | 18,570                       | -500                                  | 0                              | 18,070                       | 12,210              | 0                     | 5,860                  | 18,070                                                 | 0       |
| Materials                                                                                                             | 13,500                       | 1,500                                 | 0                              | 15,000                       | 14,074              | 0                     | 926                    | 15,000                                                 | 0       |
|                                                                                                                       | 208,035                      | 11,439                                | 0                              | 219,474                      | 164,682             | 36,006                | 18,786                 | 219,474                                                | 0       |

**WESTON PUBLIC SCHOOLS**  
**FY 2014 BUDGET COMPARED TO ESTIMATED ACTUAL**  
**SPECIAL EDUCATION - April 8, 2014 REPORT**  
**DRAFT**

| ORG                                 | OBJ  | DESCRIPTION                    | Budget           | Expended<br>April 8th | Encumb.          | Anticipated   | Total            | Change Over<br>Budget |
|-------------------------------------|------|--------------------------------|------------------|-----------------------|------------------|---------------|------------------|-----------------------|
| 12630                               | 1110 | Sal., Administrators           | 263,543          | 204,668               | 65,626           | 0             | 270,294          | 6,751                 |
| 11631                               | 1112 | Sal., Teachers, HES            | 560,272          | 382,362               | 190,436          | 0             | 572,798          | 12,526                |
| 11632                               | 1112 | Sal., Teachers, WIS            | 454,788          | 283,221               | 177,088          | 0             | 460,309          | 5,521                 |
| 11633                               | 1112 | Sal., Teachers, WMS            | 436,422          | 232,773               | 129,748          | 0             | 362,521          | -73,901               |
| 11634                               | 1112 | Sal., Teachers, WHS            | 441,331          | 290,459               | 181,537          | 0             | 471,996          | 30,665                |
| 12330                               | 1118 | Sal., Teachers, PC             | 151,199          | 93,046                | 58,153           | 0             | 151,199          | 0                     |
| 11630                               | 1134 | Sal., Teachers, SRBI           | 29,549           |                       |                  | 0             | 0                | -29,549               |
| 11630                               | 1135 | Sal., Transition Coordinator   | 111,460          | 68,591                | 42,869           | 0             | 111,460          | 0                     |
|                                     |      |                                | 2,185,021        | 1,350,452             | 779,831          | 0             | 2,130,283        | -54,738               |
| 11630                               | 1116 | Sal., Speech & Hearing         | 427,684          | 325,303               | 174,091          | 0             | 499,394          | 71,710                |
| 11630                               | 1137 | Sal., Substitute Teacher (1)   | 33,560           | 23,492                | 0                | 10,068        | 33,560           | 0                     |
| 11630                               | 1131 | Sal., Homebound Tutors (2)     | 150,000          | 54,040                | 26,826           | 15,000        | 95,866           | -54,134               |
| 11630                               | 1138 | Sal., Summer, Certified        | 78,880           | 73,766                | 0                | 0             | 73,766           | -5,114                |
| <b>TOTAL CERTIFIED SALARIES</b>     |      |                                | <b>3,138,688</b> | <b>2,031,721</b>      | <b>1,046,374</b> | <b>25,068</b> | <b>3,103,163</b> | <b>-35,525</b>        |
| 11631                               | 1231 | Wages, Paras, HES              | 373,355          | 301,465               | 120,361          | 0             | 421,826          | 48,471                |
| 11632                               | 1231 | Wages, Paras, WIS              | 159,867          | 126,470               | 46,003           | 0             | 172,473          | 12,606                |
| 11633                               | 1231 | Wages, Paras, WMS              | 157,661          | 112,585               | 37,183           | 0             | 149,768          | -7,893                |
| 11634                               | 1231 | Wages, Paras, WHS              | 299,336          | 219,428               | 82,165           | 0             | 301,593          | 2,257                 |
| 11630                               | 1234 | Wages, Bus Aides (3)           | 127,860          | 72,134                | 0                | 35,712        | 107,846          | -20,014               |
| 11630                               | 1233 | Subs, Para Professionals (4)   | 20,000           | 22,187                | 0                | 10,814        | 33,001           | 13,001                |
|                                     |      |                                | 1,138,079        | 854,269               | 285,712          | 46,526        | 1,186,507        | 48,428                |
| 12630                               | 1221 | Wages, Secretarial             | 130,732          | 87,421                | 29,111           | 0             | 116,532          | -14,200               |
| 12630                               | 1222 | Overtime, Secretarial          | 0                | 65                    | 0                | 0             | 65               | 65                    |
|                                     |      |                                | 130,732          | 87,486                | 29,111           | 0             | 116,597          | -14,135               |
| 11630                               | 1268 | Summer Work, NC                | 70,861           | 66,179                | 0                | 0             | 66,179           | -4,682                |
| 11630                               | 1280 | Salaries, Non-Cert. Stipends   | 22,585           | 13,000                | 13,000           | 0             | 26,000           | 3,415                 |
|                                     |      |                                | 93,446           | 79,179                | 13,000           | 0             | 92,179           | -1,267                |
| <b>TOTAL NON-CERTIFIED SALARIES</b> |      |                                | <b>1,362,257</b> | <b>1,020,934</b>      | <b>327,823</b>   | <b>46,526</b> | <b>1,395,283</b> | <b>33,026</b>         |
| <b>TOTAL SALARIES</b>               |      |                                | <b>4,500,945</b> | <b>3,052,655</b>      | <b>1,374,197</b> | <b>71,594</b> | <b>4,498,446</b> | <b>-2,499</b>         |
| 11630                               | 3210 | Professional Ed. Services (5)  | 730,500          | 428,785               | 377,825          | 10,000        | 816,610          | 86,110                |
| 12140                               | 3239 | Professional Services - PT (6) | 110,000          | 86,739                | 91,261           | 2,040         | 180,040          | 70,040                |

**WESTON PUBLIC SCHOOLS**  
**FY 2014 BUDGET COMPARED TO ESTIMATED ACTUAL**  
**SPECIAL EDUCATION - April 8, 2014 REPORT**  
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| ORG                                         | OBJ  | DESCRIPTION                  | Budget    | Expended<br>April 8th | Encumb.   | Anticipated | Total     | Change Over<br>Budget |
|---------------------------------------------|------|------------------------------|-----------|-----------------------|-----------|-------------|-----------|-----------------------|
| 11630                                       | 3220 | Consulting In-Service (7)    | 82,800    | 46,876                | 11,809    | 23,075      | 81,760    | -1,040                |
| 11630                                       | 3235 | Testing & Eval. Services (8) | 40,000    | 25,833                | 11,329    | 2,838       | 40,000    | 0                     |
| 12330                                       | 3235 | Testing & Eval. Ser., PC (9) | 8,000     | 2,129                 | 1,950     | 3,921       | 8,000     | 0                     |
| 11630                                       | 3306 | Legal Fees (10)              | 40,000    | 10,194                | 29,806    | 0           | 40,000    | 0                     |
|                                             |      |                              | 170,800   | 85,032                | 54,894    | 29,834      | 169,760   | -1,040                |
| 11630                                       | 4302 | Equipment Repairs            | 2,500     | 0                     | 0         | 2,500       | 2,500     | 0                     |
| 11630                                       | 4400 | Equipment Rental             | 2,500     | 0                     | 0         | 2,500       | 2,500     | 0                     |
|                                             |      | (11)                         | 5,000     | 0                     | 0         | 5,000       | 5,000     | 0                     |
| 11630                                       | 5600 | Out Placements (12)          | 1,422,389 | 1,286,494             | 527,392   | 35,000      | 1,848,886 | 426,497               |
| 11630                                       | 5801 | Reimbursable Expenses (13)   | 3,000     | 199                   | 0         | 2,801       | 3,000     | 0                     |
| 11630                                       | 6110 | Materials                    | 37,025    | 24,545                | 1,461     | 10,891      | 36,897    | -128                  |
| 12330                                       | 6110 | Materials, PC                | 700       | 0                     | 0         | 700         | 700       | 0                     |
| 11630                                       | 6120 | Office Materials             | 700       | 0                     | 0         | 700         | 700       | 0                     |
|                                             |      | (14)                         | 38,425    | 24,545                | 1,461     | 12,291      | 38,297    | -128                  |
| 11630                                       | 6410 | Books                        | 5,300     | 2,011                 | 401       | 2,888       | 5,300     | 0                     |
| 12330                                       | 6410 | Books, PC                    | 600       | 0                     | 0         | 600         | 600       | 0                     |
|                                             |      | (15)                         | 5,900     | 2,011                 | 401       | 3,488       | 5,900     | 0                     |
| 11630                                       | 7300 | Equipment, Instruction (16)  | 15,000    | 4,634                 | 0         | 10,366      | 15,000    | 0                     |
| 11630                                       | 8100 | Dues & Fees (17)             | 2,000     | 1,177                 | 0         | 823         | 2,000     | 0                     |
| <b>TOTAL NON-SALARIES</b>                   |      |                              | 2,503,014 | 1,919,616             | 1,053,234 | 111,643     | 3,084,493 | 581,479               |
| <b>TOTAL SPED BUDGET BY OBJECT</b>          |      |                              | 7,003,959 | 4,972,271             | 2,427,431 | 183,237     | 7,582,939 | 578,980               |
| 11630                                       | 9205 | Excess Cost Grant (18)       | 435,648   | 505,276               | 0         | 203,480     | 708,756   | 273,108               |
| 11631                                       | 9206 | Pre-School Tuition Fees      | 83,600    | 51,895                | 0         | 0           | 51,895    | -31,705               |
| <b>TOTAL REVENUES</b>                       |      |                              | 519,248   | 557,171               | 0         | 203,480     | 760,651   | 241,403               |
| <b>TOTAL NET SPED BUDGET</b>                |      |                              | 6,484,711 | 4,415,100             | 2,427,431 | -20,243     | 6,822,288 | 337,577               |
| Special Education Transportation            |      |                              | 36,474    | 35,274                | 11,552    | 4,648       | 51,474    | 15,000                |
| <b>Estimated Supplemental Appropriation</b> |      |                              |           |                       |           |             |           | <b>352,577</b>        |

**WESTON PUBLIC SCHOOLS**  
**FY 2014 BUDGET COMPARED TO ESTIMATED ACTUAL**  
**SPECIAL EDUCATION - April 8, 2014 REPORT**  
**DRAFT**

| ORG | OBJ | DESCRIPTION | Budget | Expended  |         | Anticipated | Total | Change Over<br>Budget |
|-----|-----|-------------|--------|-----------|---------|-------------|-------|-----------------------|
|     |     |             |        | April 8th | Encumb. |             |       |                       |

*Footnotes for Anticipated Expenditures:*

| Anticipated \$ - Acct. Descript. |                                                               | Notes                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                | 10,068 - Substitute Teachers                                  | Based on current year activity and historical trends, it is reasonable to expect that the anticipated amount will be substantially expended.                                                                                                                                                                                                                                        |
| 2                                | 15,000 - Homebound Tutoring                                   | The anticipated expenditures for this account were reduced for this forecast by \$54,134 based on the services currently being provided to students. There is \$15,000 remaining in the anticipated column for needs that may emerge through the end of the school year.                                                                                                            |
| 3                                | 35,712 - Bus Aides                                            | Based on currently scheduled hours for bus aides, the anticipated amount will be expended. The reason why the funds are not encumbered is because employees are paid on an hourly basis from timesheets rather than from an encumbered salary. This is necessary because the specific assignment for individual employees varies depending on their schedule and the bus runs.      |
| 4                                | 10,814 - Substitute Paras                                     | Based on current year activity and historical trends, it is reasonable to expect that the anticipated amount will be substantially expended.                                                                                                                                                                                                                                        |
| 5                                | 10,000 - Professional Educational Services                    | During the month of March, the district encumbered an additional \$50,810 for emerging services for students with special needs. Historically, services accounted for in this account have emerged throughout the year. Therefore, this account may require additional funding beyond the amount that has been identified to date as anticipated.                                   |
| 6                                | 0 - Professional Services for Occupational & Physical Therapy | This account has been fully expended and encumbered for the fiscal year. If new needs emerge during the remainder of the 2013-2014 school year, an additional appropriation will be necessary.                                                                                                                                                                                      |
| 7                                | 23,075 - Consulting In-Service                                | Based on current year activity and historical trends, it is reasonable to expect that the anticipated amount will be expended.                                                                                                                                                                                                                                                      |
| 8                                | 2,838 - Testing & Evaluation Services                         | Based on current year activity and historical trends, it is reasonable to expect that the anticipated amount will be expended. Historically these funds are expended later in the school year when the Planning and Placement Team meetings take place and therefor, this account may require additional funding beyond the amount that has been identified to date as anticipated. |
| 9                                | 3,921 - Testing & Evaluation Services, Project Challenge      | This amount will be expended if a need emerges during the remainder of the 2013-2014 school year. Otherwise, there will be a balance at year-end.                                                                                                                                                                                                                                   |

**WESTON PUBLIC SCHOOLS**  
**FY 2014 BUDGET COMPARED TO ESTIMATED ACTUAL**  
**SPECIAL EDUCATION - April 8, 2014 REPORT**  
**DRAFT**

| ORG | OBJ | DESCRIPTION | Budget | Expended  |         | Anticipated | Total | Change Over<br>Budget |
|-----|-----|-------------|--------|-----------|---------|-------------|-------|-----------------------|
|     |     |             |        | April 8th | Encumb. |             |       |                       |

**Footnotes for Anticipated Expenditures (continued):**

| Anticipated \$ - Acct. Descript. |                                    | Notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10                               | 0 - Legal Fees                     | This account has been fully expended or encumbered for the fiscal year based on anticipated services related to pending mediations. These services vary depending on the nature of the mediation. Therefore, this account could be over or under the encumbered amount.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 11                               | 5,000 - Equipment Repairs & Rental | These amounts will be expended if a need emerges during the remainder of the 2013-2014 school year. Otherwise, there will be a balance at year-end.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 12                               | 35,000 - Out Placements            | The anticipated amount is based on the estimated cost of settlements for students that have been unilaterally placed by their families. It does not include newly identified needs that may emerge during the remainder of the 2013-2014 school year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 13                               | 2,801 - Reimbursable Expenses      | Historically, funds are expended later in the fiscal year when Planning and Placement Team Meetings take place for students in out placements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 14                               | 12,291 - Materials                 | Based on current year activity, it is reasonable to expect that the anticipated amount will be substantially expended.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 15                               | 3488 - Books                       | This amount will be expended if a need emerges during the remainder of the 2013-2014 school year. Otherwise, there will be a balance at year-end.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 16                               | 10,366 - Equipment                 | This amount will be expended if a need emerges during the remainder of the 2013-2014 school year. Otherwise, there will be a balance at year-end.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 17                               | 823 - Dues & Fees                  | Based on year-end activities, this account will be expended.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 18                               | (203,480) - Excess Cost Grant      | The State of Connecticut provides a grant for the cost of services for students with special needs that exceed 4.5 times the per pupil cost for students classified as regular education. Typically, the State does not fund this grant at 100%. The State establishes an appropriation prior to the start of the fiscal year. School districts typically submit cost information in the Fall for students that exceed the 4.5 times the cost of regular education. Based on these submissions, the State calculates the reimbursement rate in February. Last month the State reimbursement rate was at 81.99%. This percent reimbursement was decreased to 79.50% because some districts, such as Weston, added new students after the February reporting. As a result, the revised Excess Cost Grant is calculated to be \$708,756. The district received the first installment of 505,276 on February 24, 2014. The remaining balance of \$203,480 should be received in May. |

**WESTON PUBLIC SCHOOLS  
INTERNAL SERVICES FUND  
FOR HEALTH BENEFITS PROGRAM  
REVISED APRIL 8, 2014**

| Fiscal Year Ended                             | Audited        |                | Budget<br>2014 | Unaudited        | Projected<br>2015 |
|-----------------------------------------------|----------------|----------------|----------------|------------------|-------------------|
|                                               | Actual<br>2012 | Actual<br>2013 |                | Expected<br>2014 |                   |
| STATEMENT OF REVENUES AND EXPENDITURES        |                |                |                |                  |                   |
| Revenues:                                     |                |                |                |                  |                   |
| General Fund Appropriation                    | 6,124,504      | 6,466,224      | 6,314,029      | 6,314,029        | 6,837,247         |
| Contributions:                                |                |                |                |                  |                   |
| Employee Cost Sharing                         | 853,343        | 677,496        | 753,258        | 702,166          | 789,520           |
| Retiree/COBRA Contributions                   | 283,156        | 292,395        | 310,000        | 307,015          | 292,500           |
| State Teachers Retirement Reimbursement (TRB) | 106,863        | 94,647         | 145,000        | 84,638           | 84,636            |
| Affordable Insurance Act Refund               | 0              | 59,397         | 0              | 0                |                   |
| Total Contributions                           | 1,243,362      | 1,123,935      | 1,208,258      | 1,093,819        | 1,166,656         |
| Total Revenue {A}                             | 7,367,866      | 7,590,159      | 7,522,287      | 7,407,848        | 8,003,903         |
| Expenditures                                  |                |                |                |                  |                   |
| Medical & RX Costs                            | 6,120,445      | 6,396,273      | 6,161,987      | 6,245,002        | 6,945,242         |
| Staff Changes                                 | 0              | 0              | 0              | 0                | (38,944)          |
| District Portion of H.S.A. Deductible         | 378,549        | 735,017        | 659,950        | 680,047          | 594,150           |
| Delta Dental                                  | 407,791        | 379,383        | 377,055        | 355,466          | 395,000           |
| Medical Supplement/Other Costs                | 104,894        | 109,527        | 108,455        | 85,743           | 108,455           |
| Total Health Plan Costs {B}                   | 7,011,679      | 7,620,200      | 7,307,447      | 7,366,258        | 8,003,903         |
| Accrued Costs Per GASB 43/45 {C}              | 173,300        | 214,800        | 214,840        | 214,840          | 0                 |
| Accounts Payables and Other:                  |                |                |                |                  |                   |
| Incurred But Not Reported (IBNR)              |                |                |                |                  |                   |
| Fiscal Year End Accrual                       | 625,021        | 750,000        | 750,000        | 750,000          | 750,000           |
| Prior Year End Accrual                        | 0              | 625,021        | 750,000        | 750,000          | 750,000           |
| Increase (Decrease) {D}                       | 625,021        | 124,979        | 0              | 0                | 0                 |
| Total Expenditure {F=B+C+D}                   | 7,810,000      | 7,959,979      | 7,522,287      | 7,581,098        | 8,003,903         |
| Net Change {A-F}                              | (442,134)      | (369,820)      | 0              | (173,250)        | 0                 |
| BALANCE SHEET                                 |                |                |                |                  |                   |
| Assets:                                       |                |                |                |                  |                   |
| Interfund Balance July 1st                    | 3,162,827      | 3,179,246      | 3,432,630      | 2,934,405        | 2,761,155         |
| Net Changes Transfers In                      | 16,419         | (244,841)      | 0              | (173,250)        | 0                 |
| Prepaid Expenses (Cigna Retainer)             | 0              |                |                |                  |                   |
| Interfund Balance                             | 3,179,246      | 2,934,405      | 3,432,630      | 2,761,155        | 2,761,155         |
| Liabilities:                                  |                |                |                |                  |                   |
| Accrue IBNR - June 30th                       | 625,021        | 750,000        | 625,021        | 750,000          | 750,000           |
| Total Liabilities                             | 625,021        | 750,000        | 625,021        | 750,000          | 750,000           |
| Fund Balance:                                 |                |                |                |                  |                   |
| Fund Balance July 1                           | 2,996,359      | 2,554,225      | 2,807,609      | 2,184,405        | 2,011,155         |
| Current Year Change in Fund Equity            | (442,134)      | (369,820)      | 0              | (173,250)        | 0                 |
| Total Fund Balance                            | 2,554,225      | 2,184,405      | 2,807,609      | 2,011,155        | 2,011,155         |
| Total Liabilities & Fund Balance              | 3,179,246      | 2,934,405      | 3,432,630      | 2,761,155        | 2,761,155         |

Notes: (a) Certain numbers were adjusted downwards in the unaudited expected 2014 column based on additional claims experience, cost adjustments and revenue projections. (b) For 2015 projected, the \$145,000 deduction from the general fund appropriation impacts revenue and expenditure and the OPEB 43/45 contribution was eliminated.

**Students**

**STUDENTS**

**~~POLICY REGARDING~~ SEX DISCRIMINATION AND SEXUAL HARASSMENT**

It is the policy of the Board of Education that any form of sex discrimination or sexual harassment is prohibited, whether by students, Board employees or third parties subject to the control of the Board. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by this policy shall be subject to disciplinary action.

~~The Superintendent of Schools shall develop Administrative Regulations implementing this Policy.~~

**Definitions**

**Sex discrimination** occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program ~~receiving federal financial assistance.~~

~~**Sexual harassment:** While it is difficult to define sexual harassment precisely, it includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:~~

- ~~1. submission to or rejection of such conduct by an individual is used and/or threatened to be used as a basis for making any educational decision affecting a student; or~~
- ~~2. such conduct is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from the education program, or to create a hostile or abusive educational environment. Although not an exhaustive list, the following are examples of the type of conduct prohibited by the policy against sexual harassment:~~

~~Although not an exhaustive list, the following are examples of the type of conduct prohibited by the policy against sexual harassment:~~

- ~~1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.~~
- ~~2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.~~
- ~~3. Display of sexually suggestive objects, or use of sexually suggestive or obscene comments, invitations, letters, notes, slurs, jokes, pictures, cartoons, epithets or gestures.~~

Sexual harassment: In a school setting, sexual harassment is conduct that 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational program. Sexual harassment can be verbal, nonverbal or physical. Sexual violence is a form of sexual harassment. Sexual harassment creates a hostile environment if the conduct is sufficiently severe or pervasive such that it interferes with or limits a student's ability to participate in or benefit from the school's program. Although not an exhaustive list, the following are examples of sexual conduct prohibited by this policy:

1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.
2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.
3. Display of sexually suggestive objects, or use of sexually suggestive or obscene remarks, invitations, letters, emails, text messages, notes, slurs, jokes, pictures, cartoons, epithets or gestures.
4. Touching of a sexual nature or telling sexual or dirty jokes.
5. Transmitting or displaying emails or websites of a sexual nature.
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

Sexual Violence: Sexual violence is a form of sexual harassment. For the purposes of this policy, sexual violence refers to physical acts that are sexual in nature, perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol.



## Procedure

It is the express policy of the Board of Education to encourage victims of sex discrimination or sexual harassment to report such claims. Students are encouraged to promptly report complaints of sex discrimination or sexual harassment to the appropriate personnel, as set forth in the Administrative Regulations implementing this Policy. The district will investigate such complaints promptly, take interim measures, and ~~will~~ take corrective action where appropriate. The district will maintain confidentiality to the extent appropriate. The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of sexual harassment or sex discrimination. Any such reprisals or retaliation will result in disciplinary action against the retaliator.

The school district will ~~annually~~ periodically provide staff development for district administrators and ~~annually~~ periodically distribute this Policy and the implementing Administrative Regulations to staff and students in an effort to maintain an environment free of sexual harassment and sex discrimination.

## Sex discrimination and/or sexual harassment may also constitute bullying behavior under the Board of Education's Bullying Prevention and Intervention Policy.

Legal References: United States Constitution, Article XIV  
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, *et seq.*  
Title IX of the Education Amendments of 1972, 34 C.F.R § 106.1, *et seq.*  
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)  
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)  
Office for Civil Rights, U.S. Department of Education, Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, 66 Fed. Reg. 5512 (Jan. 19, 2001).  
Constitution of the State of Connecticut, Article I, Section 20.

Policy Adopted: April 15, 2002  
Policy Revised: September 17, 2007

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WESTON PUBLIC SCHOOLS  
Weston, Connecticut

**Students****ADMINISTRATIVE REGULATIONS REGARDING  
SEX DISCRIMINATION AND SEXUAL HARASSMENT (STUDENTS)**

It is the policy of the Board of Education that any form of sex discrimination or sexual harassment is forbidden, whether by students, Board employees or third parties subject to the control of the ~~Board~~ **Board**. Students, Board employees and third parties are expected to adhere to a standard of conduct that is respectful of the rights of students. Any student or employee who engages in conduct prohibited by the Board's sex discrimination and sexual harassment policy shall be subject to disciplinary action.

Definitions

**Sex discrimination** occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program ~~receiving federal financial assistance~~.

~~**Sexual harassment:** While it is difficult to define sexual harassment precisely, it includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:~~

- ~~1. submission to or rejection of such conduct by an individual is used and/or threatened to be used as a basis for making any educational decision affecting a student; or~~
- ~~2. such conduct is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from the education program, or to create a hostile or abusive educational environment.~~

~~Although not an exhaustive list, the following are examples of the type of conduct prohibited by the policy against sexual harassment:~~

- ~~1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.~~
- ~~2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.~~
- ~~3. Display of sexually suggestive objects, or use of sexually suggestive or obscene comments, invitations, letters, notes, slurs, jokes, pictures, cartoons, epithets or gestures.~~

Sexual harassment: In a school setting, sexual harassment is conduct that 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational program. Sexual harassment can be verbal, nonverbal or physical. Sexual violence is a form of sexual harassment. Sexual harassment creates a hostile environment if the conduct is sufficiently severe or pervasive that it interferes with or limits a student's ability to participate in or benefit from the school's program. Although not an exhaustive list, the following are examples of sexual conduct prohibited by this policy:

1. Statements or other conduct indicating that a student's submission to, or rejection of, sexual overtures or advances will affect the student's grades and/or other academic progress.
2. Unwelcome attention and/or advances of a sexual nature, including verbal comments, sexual invitations, leering and physical touching.
3. Display of sexually suggestive objects, or use of sexually suggestive or obscene remarks, invitations, letters, emails, text messages, notes, slurs, jokes, pictures, cartoons, epithets or gestures.
4. Touching of a sexual nature.
5. Transmitting or displaying emails or websites of a sexual nature.
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

Sexual Violence: Sexual violence is a form of sexual harassment. For the purposes of this policy, sexual violence refers to physical acts that are sexual in nature, perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol.

#### Complaint Procedure

1. It is the express policy of the Board of Education to encourage victims of sex discrimination or sexual harassment to promptly report such claims. Preferably, complaints should be filed within thirty (30) days of the alleged occurrence. Timely reporting of complaints facilitates the investigation and resolution of such complaints.
2. As soon as a student feels that he or she has been subjected to sex discrimination or sexual harassment, he/she should make a written complaint to the principal, or

- his/her designee. The student will be provided a copy of the Board's policy and regulation and made aware of his or her rights.
3. The complaint should state the:
    - A. Name of the complainant,
    - B. Date of the complaint,
    - C. Date(s) of the alleged harassment/discrimination,
    - D. Name(s) of the alleged harasser(s) or discriminator(s),
    - E. Location where such alleged harassment/discrimination occurred,
    - F. Names of any witness(es) to the harassment/discrimination, ~~and~~
    - G. Detailed statement of the circumstances constituting the alleged harassment/discrimination; and
    - H. Remedy Requested
  4. Any student who makes an oral complaint of harassment or sex discrimination to any of the above-mentioned personnel will be provided a copy of this regulation and will be requested to make a written complaint pursuant to the above procedure. In appropriate circumstances, such as due to the age of the student making the complaint, a parent or school administrator may be permitted to fill out the form on the student's behalf.
  5. If the complainant is a minor student, the person to whom the complaint is given should consider whether a child abuse report should be completed in accordance with the Board's policy regarding Reports of Suspected Child Abuse or Neglect of Children.
  6. All complaints are to be forwarded immediately to the building principal or designee unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent of Schools or his/her designee. In addition, a copy of any complaint filed under this policy shall be forwarded to the Title IX Coordinator.
  7. ~~Upon receipt of a sexual harassment or sex discrimination complaint, the Title IX Coordinator shall either promptly commence an investigation of the complaint, or shall designate a school administrator to investigate the complaint. The Title IX Coordinator or designee shall consult with all individuals reasonably believed to have relevant information, including the complainant, the alleged harasser/discriminator and any witnesses to the conduct. The investigation shall~~

~~be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation.~~ The Title IX Coordinator or designee shall promptly investigate all complaints of sexual discrimination or sexual harassment against a student, regardless of whether the conduct occurred on or off-school grounds. The investigation shall be conducted discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation.

8. Any student who makes a complaint shall be notified of the District's intent to investigate the complaint. In the event the student requests confidentiality or that an investigation not be conducted, the District will take reasonable steps to investigate and respond to the complaint to the extent possible. If the student insists that his/her personally identifiable information not be shared with the alleged perpetrator, the student will be informed that the District's ability to investigate and/or take corrective action may be limited.
9. Upon receipt of a sexual harassment or sex discrimination complaint, the Title IX Coordinator shall either promptly commence an investigation of the complaint, or shall designate a school administrator to promptly investigate the complaint. The Title IX Coordinator or designee shall:
  - a) offer to meet with the complainant within ten (10) school days to discuss the nature of the complaint, identify individuals the complainant believes has relevant information, and obtain any relevant documents the complainant may have;
  - b) provide the complainant with a copy of the Board's sexual harassment policy and accompanying regulations;
  - c) consider whether any interim measures may be appropriate to protect the alleged victim, pending the outcome of the investigation;
  - d) investigate the factual basis of the complaint, including, as applicable, conducting interviews with individuals deemed relevant to the complaint;
  - e) consider whether alleged sex discrimination or sexual harassment has created a hostile school environment, including consideration of the effects of off-campus conduct on the school;
  - f) communicate the outcome of the investigation in writing to the complainant, and to any individual properly identified as a party to the complaint (to the extent permitted by state and federal confidentiality requirements), within sixty (60) school days from the date the complaint was received by the Superintendent's office. The investigator may extend this deadline for no more than fifteen (15) additional school days if needed to complete the investigation. The complainant shall be notified of such extension. The

written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the district will remedy the discrimination or harassment, adhering to the requirements of state and federal law;

- g) ~~The Title IX Coordinator or designee shall make a written report summarizing the results of the investigation and proposed disposition of the matter. Consistent with state and federal law and as deemed appropriate by the Title IX Coordinator or designee, the findings of the investigation shall be shared with persons involved in the investigation.~~ when sex discrimination or sexual harassment has been found, take steps that are reasonably calculated to end the discrimination, take corrective and/or disciplinary action aimed at preventing the recurrence of the harassment or discrimination, as deemed appropriate by the Superintendent or his/her designee, and take steps to remedy the effects of the sex discrimination or sexual harassment;

~~8.~~

9. If the student complainant or alleged perpetrator is dissatisfied with the findings of the investigation, he/ ~~or~~ she may file a written appeal within thirty calendar days to the Title IX Coordinator. ~~or, if he or she~~ If the Title IX Coordinator or his/her designee conducted the investigation, ~~to~~ the Superintendent of Schools; ~~who~~ shall review the Title IX Coordinator or designee's written report, the information collected by the Title IX Coordinator or designee together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes sexual harassment or sex discrimination. The Title IX Coordinator or Superintendent of Schools may ~~also investigate the complaint further~~ determine whether further action and/or investigation is warranted. After completing this review, the Title IX Coordinator or Superintendent of Schools shall respond to the complainant, in writing, ~~as soon as possible~~ within fifteen (15) school days following receipt of the written request for review.

**R-5114.6**

~~If after a thorough investigation, there is reasonable cause to believe that sexual harassment or sex discrimination has occurred, the district shall take appropriate corrective action in an effort to ensure that the harassment/discrimination ceases and will not recur.~~ a sex discrimination complaint raises a concern about bullying behavior, the Title IX Coordinator shall notify the Safe School Climate Specialist or designee who shall coordinate any bullying investigation with the Title IX Coordinator, so as to ensure that any such bullying investigation complies with the requirements of applicable Board policies.

Retaliation against any individual who complains pursuant to the Board's policy and regulations is strictly prohibited. The district will take actions necessary to prevent retaliation as a result of filing a complaint.

At any time, a complainant alleging sex discrimination or sexual harassment may file a formal complaint with the U.S. Department of Education, Office for Civil Rights, 8<sup>th</sup> Floor, 5 Post Office Square, Suite 900, Boston, MA 02109-0111 (Telephone Number: (617) 289-0111).

Copies of this regulation will be distributed to all students.

Title IX Coordinator

The Title IX Coordinator for the Weston Board of Education is: Director of Human Resources~~Finance & Operations~~, whose office is located at 24 School Road, Weston, Connecticut 06883, and whose telephone number is (203) 291-1412~~07~~.

Regulation Adopted: May 4, 1992

Regulation Revised: September 17, 2007

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WESTON PUBLIC SCHOOLS  
Weston, Connecticut

**COMPLAINT FORM REGARDING SEX DISCRIMINATION  
AND SEXUAL HARASSMENT (STUDENTS)**

Name of the complainant: \_\_\_\_\_

Date of the complaint: \_\_\_\_\_

Date of the alleged discrimination/harassment: \_\_\_\_\_

Name or names of the alleged discriminator(s) or harasser(s):  
\_\_\_\_\_

Location where such alleged discrimination/harassment occurred:  
\_\_\_\_\_

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

Detailed statement of the circumstances constituting the alleged discrimination or harassment

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Remedy requested \_\_\_\_\_



## PERSONNEL

### SEX DISCRIMINATION AND SEXUAL HARASSMENT

It is the policy of the Weston Board of Education to maintain a work environment free from harassment, insults or intimidation on the basis of an employee's sex and free from discrimination based on sex. Verbal or physical conduct by a supervisor or co-worker relating to an employee's sex which has the effect of creating an intimidating, hostile or offensive work environment, unreasonably interfering with the employee's work performance, or adversely affecting the employee's employment opportunities is prohibited.

#### Discrimination

Sex discrimination is defined as when an employer refuses to hire or promote, disciplines or discharges any individual, or otherwise discriminates against an individual with respect to his or her compensation, terms, conditions, or privileges of employment on the basis of the individual's sex. Sex discrimination is also defined as when a person, because of his or her sex, is denied participation in, or the benefits of, a program. (See also Board of Education Policy and Administrative Regulation 4118.11/4218.11).

#### Harassment

Sexual harassment is a form of discrimination. While it is difficult to define sexual harassment precisely, it does include any uUnwelcome sexual advances, requests for sexual favors and other ~~inappropriate~~ verbal, non-verbal, written or physical conduct of a sexual nature ~~constitute sexual harassment~~ when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis of employment decisions affecting the individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. ~~The conduct has the purpose or effect of having a negative impact upon the individual;~~
- ~~Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding job benefits~~

~~and/or working conditions.~~

Such conduct constitutes unlawful sexual harassment and a violation of Board Policy whether or not a threat of adverse job consequences is carried out and whether or not the employee actually suffers any tangible adverse job consequences.

### **Examples of Sexual Harassment**

~~While an exhaustive list is not possible, the following are examples of specific behaviors that, if unwelcome and of a sexual nature, could constitute sexual harassment:~~ **Although not an exhaustive list, the following are examples of the type of conduct prohibited by the policy against sexual harassment:**

- ~~Suggestive or obscene letters, notes, e-mail messages, voice mail messages, invitations, derogatory comments, slurs, jokes, epithets, touching, impeding or blocking movement, leering, gestures, noises, pulling at clothes, display of sexually suggestive objects, pictures or cartoons, sexual assault, attempted sexual assault;~~
- ~~Continuing to express sexual interest after learning of or being informed that the interest is unwelcome;~~
- ~~Coercive sexual behavior used to control, influence, or affect the career, salary and/or work environment of another employee, such as threats of reprisal, implying or withholding support for an appointment, promotion, transfer, or change of assignment;~~
- ~~Suggesting a poor performance evaluation will be prepared or that a probationary period of employment will not be completed successfully;~~
- ~~The creation of an atmosphere of sexual harassment or intimidation, or a hostile or offensive working environment;~~
- ~~Inappropriate attention of a sexual nature.~~

1. **Unwelcome sexual advances from a co-worker or supervisor, such as unwanted hugs, touches, or kisses;**
2. **Unwelcome attention of a sexual nature, such as degrading, suggestive or lewd remarks or noises;**
3. **Sexually suggestive or obscene jokes, derogatory or pornographic posters, cartoons, pictures, or drawings;**

4. The threat or suggestion that continued employment advancement, assignment or earnings depend on whether or not the employee will submit to or tolerate harassment;
5. Circulating, showing, or exchanging emails, text messages, digital images or websites of a sexual nature;
6. Using computer systems, including email, instant messaging, text messaging, blogging or the use of social networking websites, or other forms of electronic communications, to engage in any conduct prohibited by this policy.

Such conduct constitutes sexual harassment regardless of the sex of the victim or the harasser.

Sexual or romantic relationships between board employees (or third parties subject to control of the Board) and students will not be tolerated ~~are unacceptable~~, whether or not they constitute sexual harassment as defined in this regulation. Such conduct may also constitute a criminal offense. Further, any conduct of an employee (or third party subject to control of the Board) toward a student which could constitute sexual harassment of the student by the employee will constitute a violation of Board policy and administrative regulations. ~~and this regulation.~~

A copy of the ~~is sexual harassment~~ policy, ~~administrative regulation~~ and ~~the~~ complaint ~~procedure form~~ will be distributed to all new employees at the start of their employment, ~~and will be made available on the Board's website, and will be posted in each of the schools and school facilities.~~ Existing employees will be provided with all revisions to this policy and complaint form. ~~all employees on an annual basis.~~ New and existing employees shall acknowledge in writing, on a form developed by the administration (which may be electronic), the receipt of the policy, the complaint form, ~~regulation, and complaint procedure and any revisions thereto.~~ Each employee will participate in annual training regarding sexual harassment. ~~In addition, a copy of the policy, regulation and complaint procedure will be posted in each building.~~ A copy of the signed form acknowledging receipt of the policy, ~~regulation, and complaint procedure,~~ complaint form, and any revisions thereto, shall be maintained as part of each employee's personnel file.

### Complaint Procedure

~~An employee who feels he or she has been the victim of sexual harassment may process a complaint in accordance with the following complaint procedure:~~

Any violation of this policy by supervisors or co-workers should be reported immediately to the district or building Title IX Coordinator, the Superintendent, the Director of Human Resources, or the Superintendent's designee. Retaliation against any employee for complaining about sex discrimination or sexual harassment is prohibited under this policy and illegal under state and federal law.

## **STEP I--INFORMAL LEVEL**

~~The complainant may request a meeting to discuss the complaint with the building principal of his or her school in an effort to resolve the matter informally. In the event the employee is uncomfortable, for any reason, with discussing the matter with the building principal, he/she may discuss the complaint with the Title IX Coordinator. The principal or Title IX Coordinator, as the case may be, shall meet with the complainant to discuss the complaint, but in no event shall the meeting be held later than fourteen (14) days from the date the request for the meeting is received.~~

## **STEP II-FORMAL LEVEL**

~~If the complainant is not satisfied with the disposition of his or her complaint at the informal level, he or she may file a formal complaint with the Title IX Coordinator/compliance officer. An employee need not have brought an informal complaint before filing a formal written complaint. Complaint forms may be obtained from the Office of the Director of Pupil Personnel Services, and from the office of the building principal. The written complaint shall state the name of the complainant and the date of the complaint, the date(s) of the alleged harassment, the name or names of the alleged harasser or harassers, the name or names of any witnesses, and a statement of the circumstances in which the alleged harassment occurred. All formal complaints must be filed within sixty (60) days from the alleged violation. Upon the filing of a written complaint, the complainant shall be provided with a copy of this regulation.~~

The ~~compliance officer~~ district or building Title IX Coordinator, the Superintendent, the Director of Human Resources, or the Superintendent's designee ("the Investigator") shall schedule a meeting promptly with the complainant to discuss the complaint but in no event shall the meeting be held later than fourteen (14) days from receipt of the formal complaint. Upon completion of an investigation but in no event later than fourteen (14) days after meeting with the complainant, the ~~i~~Investigator shall render a written decision to the complainant as to the disposition of the complaint. The time for rendering a written decision may be extended if the ~~official investigating the complaint~~ Investigator determines that such extension is necessary for a thorough investigation and fair resolution of the complaint.

If the report results in a determination that sexual harassment has occurred, appropriate action shall be taken to ensure that the harassment ceases and will not reoccur. Appropriate action may include re-assignment, transfer, and/or disciplinary action up to and including termination of the employment of the harasser. Individuals who engage in acts of sex discrimination or sexual harassment may also be subject to civil and criminal penalties. In addition, temporary steps may be taken to prevent harassment and/or retaliation against the complainant or others pending the outcome of the investigation.

~~No adverse action will be taken against an employee for filing a complaint of sexual harassment or who cooperates in investigating allegations of sexual harassment.~~

Policy Adopted: April 15, 2002

Policy Revised:

WESTON PUBLIC SCHOOLS  
Weston, Connecticut

Legal References: United States Constitution, Article XIV  
Civil Rights Act of 1964, Title VII, 42 U.S.C. 2000-e2(a).  
Equal Employment Opportunity Commission Policy Guidance (N-915.035) on Current Issues of Sexual Harassment, effective 10/15/88.  
Title IX of the Education Amendments of 1972, 20 USCS § 1681, et seq.  
Title IX of the Education Amendments of 1972, 34 CFR § 106, et seq.  
Meritor Savings Bank, FSB v. Vinson, 477 U.S. 57 (1986)  
Connecticut General Statutes § 46a-60 Discriminatory employment practices prohibited.  
Conn. Agencies Regs. §§ 46a-54-200 through § 46a-54-207  
Constitution of the State of Connecticut, Article I, Section 20.

Policy References: Non-Discrimination, 4118.11-4218.11

**Date Received in Central Office:** \_\_\_\_\_

**WESTON SCHOOL DISTRICT**  
**SEXUAL HARASSMENT COMPLAINT FORM**

**Please complete:**

**Complainant's Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Name(s) of Alleged Harasser(s):** \_\_\_\_\_

**Date(s) of Alleged Harassment:** \_\_\_\_\_

**Witnesses:** \_\_\_\_\_

**Statement of the circumstances on which the alleged harassment occurred:**

\_\_\_\_\_  
**Complainant's Signature:**

\_\_\_\_\_  
**Complainant's Home Phone Number:**

\_\_\_\_\_  
**Complainant's Home Address:**

\_\_\_\_\_  
**Date Signed:**

**ALSO REPLACES 5141.6**

Students

NON-DISCRIMINATION (STUDENTS)

The Board of Education complies with all federal, state, and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities ~~based~~ on the basis of race, ~~creed~~ color, religion, national origin, sex, sexual orientation, marital status (including civil union partners), age, ethnicity, ancestry, learning disability, past or present history of mental disability, intellectual disability, physical disability, pregnancy, gender identity and expression, transgender status, or any other basis prohibited by state or federal law, subject to the conditions and limitations established by law.

It is the policy of the Board of Education that any form of discrimination or harassment on the basis of race, color, religion, national origin, sex, sexual orientation, marital status (including civil union partners), age, ethnicity, ancestry, learning disability, past or present history of mental disability, intellectual disability, physical disability, pregnancy, gender identity and expression, transgender status, or any other basis prohibited by state or federal law, subject to the conditions and limitations established by law is prohibited, whether by students, Board employees, the Board, or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, non-academic and co-curricular activities, including athletics. It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of the protected characteristics listed above.

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

**Legal References:**

Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*

Title VI of the Civil Rights Act of 1964, 42 U.S.C. Section 2000d, et seq.  
Americans with Disabilities Act, 42 U.S.C. § 12101  
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794

~~Connecticut General Statutes~~

~~46a-60(a)(8)~~

~~42 U.S.C. 2000e ("Title VII")~~

~~29 C.F.R. 1604.11 (EEOC Guidelines on Sexual Harassment)~~

Regulation ~~Adopted~~ Adopted: May 04, 1992

Regulation Revised: \_\_\_\_\_

Weston Public Schools  
Weston, Connecticut



## **Students**

### **Administrative Regulations Regarding Discrimination Complaints (Students)**

It is the policy of the Board of Education that any form of discrimination or harassment on the basis of race, color, religion, national origin, sex, sexual orientation, marital status (including civil union partners), age, ethnicity, ancestry, learning disability, past or present history of mental disability, intellectual disability, physical disability, pregnancy, gender identity and expression, transgender status, or any other basis prohibited by state or federal law, subject to the conditions and limitations established by law is prohibited, whether by students, Board employees, the Board, or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and co-curricular activities, including athletics. It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of the protected characteristics listed above.

~~It is the express policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, or disability. In order to facilitate the timely investigation and resolution of such complaints, as soon as a student feels that he or she has been discriminated against on the basis of these protected characteristics, but preferably within thirty (30) days of the alleged occurrence, he/she should file a written complaint with the building principal or his/her designee. If the individual is the subject of the complaint, the complaint should be forwarded directly to the Superintendent of Schools.~~

If the complaint involves an allegation of discrimination based on sex or sexual harassment, the complainant should also be referred to the Board's policies and procedures related to sexual harassment (See Policy and Administration Regulation 5114.6).

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

The district will periodically provide staff development for district administrators and periodically distribute these Administrative Regulations and the related Policy to staff and students in an effort to maintain an environment free of harassment and discrimination.

As soon as an individual feels that he or she has been subjected to discrimination or harassment on the basis of race, color, religion, national origin, sex, sexual orientation, marital status (including civil union partners), age, ethnicity, ancestry, learning disability, past or present

history of mental disability, intellectual disability, physical disability, pregnancy, gender identity and expression, transgender status, or any other basis prohibited by state or federal law, he/she should make a written complaint to the Superintendent of Schools as noted above or to the building principal, or his/her designee. Written complaints may also be submitted to the District Title IX Coordinator or the individual school Title IX Coordinator. The student will be provided a copy of the Board's policy and regulation and made aware of his or her rights.

The complaint should state the:

- a. Name of the complainant,
- b. Date of the complaint,
- c. Date(s) of alleged harassment/discrimination,
- d. Name(s) of the alleged harasser(s) or discriminator(s),
- e. Location where such alleged harassment/discrimination occurred,
- f. Names of any witness(es) to the alleged harassment/discrimination, and
- g. Detailed statement of the circumstances constituting the alleged harassment/discrimination.

Any student who makes an oral complaint of harassment or discrimination to any of the above-mentioned personnel will be provided a copy of this regulation and the related policy and will be requested to make a written complaint pursuant to the above procedure. ~~In appropriate circumstances, due to the age of the student making the complaint, a parent(s) or guardian(s) or other person(s) responsible for the child, or building principal or his/her designee may be permitted to fill out the form on the student's behalf.~~ If a student (or individual acting on behalf of the student) is unable to make a written complaint, the administrator receiving the oral complaint will either reduce the complaint to writing or assist the student (or individual acting on behalf of the student) in completing the written complaint form.

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

Upon receipt of a written complaint of discrimination, the ~~Superintendent, the building~~

~~principal and/or his or her designee shall promptly commence an investigation of the complaint. Specifically, he or she shall:~~ investigator shall:

1. offer to meet with the complainant and parent(s)/guardian within ten (10) school days to discuss the nature of his/her complaint, identify the individuals the complainant believes have relevant information, and obtain any relevant documents the complainant may have;
2. provide the complainant and parent(s)/guardian with a copy of the Board's anti-discrimination policy and accompanying regulations;

~~investigate the factual basis of the complaint, including, as applicable, conducting interviews with all individuals reasonably believed to have information deemed relevant to the complaint; including the complainant, the alleged discriminator and any witnesses to the conduct;~~

3. ~~conduct the investigation in a confidential manner, to the extent practicable, adhering to the requirements of state and federal law;~~ maintain confidentiality to the extent practicable throughout the investigative process, in accordance with state and federal law;
4. communicate the outcome of the investigation in writing to the complainant, and to any individual properly identified as a party to the complaint (to the extent permitted by state and federal confidentiality requirements), within thirty (30) school days from the date the complaint was received by the Superintendent's office. The investigator may extend this deadline for no more than fifteen (15) additional school days if needed to complete the investigation. The complainant shall be notified of such extension. The written notice shall include a finding whether the complaint was substantiated and if so, shall identify, to the extent possible, how the district will remedy the discrimination or harassment, adhering to the requirements of state and federal law;
5. if a complaint is made during summer recess, the complaint will be reviewed and addressed as quickly as possible given the availability of staff and/or other individuals who may have information relevant to the complaint. If fixed timeframes cannot be met, complainant will receive notice and interim measures may be implemented as necessary (see sub-paragraph 4);
6. whenever allegations are verified, ensure that appropriate corrective action is taken (including, but not limited to, disciplinary action) aimed at preventing the recurrence of the harassment or discrimination. Corrective action should include steps to avoid continuing discrimination;
7. If the complainant is not satisfied with the findings and conclusions of the investigation, the complainant may present the complaint and written outcome to the Superintendent of Schools within thirty (30) calendar days of receiving the findings. Upon review of a written request from the complainant, the Superintendent shall

review the investigative results of the investigator and determine if further action and/or investigation is warranted. Such action may include consultation with the investigator and complainant, a meeting with appropriate individuals to attempt to resolve the complaint, or a decision affirming or overruling the investigator's conclusions or findings. The Superintendent shall provide written notice to the complainant of the proposed actions within fifteen (15) school days following the receipt of the written request for review.

~~5. make a written report summarizing the results of the investigation and proposed disposition of the matter;~~

~~6. consistent with state and federal law, communicate the findings and/or results of any investigation to the complainant and parent(s)/guardian and others deemed appropriate by the building principal or designee; and~~

~~7. take appropriate corrective and disciplinary action, as deemed appropriate by the Superintendent and/or his or her designee.~~

~~Retaliation against any individual who complains pursuant to the Board's policy and regulations is strictly prohibited. The district will take actions necessary to prevent retaliation as a result of filing a complaint.~~

If the complainant is a minor student, the person to whom the complaint is given should consider whether a child abuse report should be completed. Notification will be made to the parent(s) or guardian or other person(s) responsible for the child if a child abuse report is completed.

The district will not tolerate any reprisals or retaliation that occur as a result of the good faith reporting of charges of harassment or discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status (including civil union partners), age, ethnicity, ancestry, learning disability, past or present history of mental disability, intellectual disability, physical disability, pregnancy, gender identity and expression, transgender status, or any other basis prohibited by state or federal law. Any such reprisals or retaliation will result in disciplinary action against the retaliator, and other corrective actions as appropriate.

If the student complainant is dissatisfied with the findings of the investigation, he or she may file a written appeal to the Superintendent, who shall review the building principal's or designee's written report, the information collected by the building principal or designee together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes discrimination. The Superintendent may also investigate the complaint further. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

~~If the complaint involves an allegation of discrimination based on disability or sex, the complainant should be referred to the Board's policies or procedures related to Section~~

~~504 of the Rehabilitation Act (for claims of discrimination and/or harassment based on disability) and Discrimination.~~

For allegations pertaining to race, color or national origin discrimination [or harassment](#), at any stage in this complaint procedure, the complainant has the right to file formal complaints regarding such matters with:

Boston Office  
Office of Civil Rights  
U.S. Department of Education, 8th Floor  
5 Post Office Square, Suite 900  
Boston, MA 02109-3921  
Tel. (617) 289-0111  
[ocr.boston@ed.gov](mailto:ocr.boston@ed.gov)

~~If a complaint is filed with the Office of Civil Rights, it must be filed in writing no later than one hundred eighty (180) days after the occurrence of the alleged discrimination.~~

Copies of this regulation will be distributed to all students.

Regulation Adopted: June 18, 2007  
Regulation Revised: May 17, 2010

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WESTON PUBLIC SCHOOLS  
Weston, Connecticut

**WESTON PUBLIC SCHOOLS  
DISCRIMINATION COMPLAINT FORM**

**(For Complaints Based on Race, Color, Religion, National Origin, Sex, Sexual Orientation, Marital Status (Including Civil Union Partners), Age, Ethnicity, Ancestry, Learning Disability, Past or Present History of Mental Disability, Intellectual Disability, Physical Disability, Pregnancy, Gender Identity and Expression, Transgender Status, or any other Basis Prohibited by State or Federal Law**

**~~Race, Color, Religion, Age, Sex, Marital Status, Sexual Orientation, National Origin, Ancestry, or Disability~~)**

Name of the complainant \_\_\_\_\_

Date of the complaint \_\_\_\_\_

Date of the alleged discrimination/harassment \_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

Location where such alleged discrimination/harassment occurred

\_\_\_\_\_

\_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

Detailed statement of the circumstances constituting the alleged discrimination or harassment \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## **Bylaws of the Board**

### **Officers**

The officers of the Weston Board of Education shall be the chair~~person~~~~man~~, vice-chair~~person~~~~man~~ and secretary/treasurer. ~~They~~ In a non-election year, officers shall be ~~s~~selected by the members of the Board during the month of January. In an election year, officers shall be elected not later than one month after the date on which the newly elected members take office. ~~at the first regular meeting of the newly elected Board election year and at the first meeting in November in a non-election year.~~

Bylaw adopted by the board: March 5, 1991  
Revised: February 10, 2003

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Weston Public Schools  
Weston, Connecticut

**Bylaws of the Board**

**Chairperson~~man~~**

The chairperson~~man~~ shall preside at all Board meetings. He/she shall sign legal documents and contracts for the Board with their approval. He/she shall perform such other duties as are imposed on him/her by law.

**Vice-Chairperson~~man~~**

The vice-chairperson~~man~~ shall serve in the absence of the chairperson~~man~~, and in the performance of this service he/she shall exercise all powers of the chairperson~~man~~.

Bylaw adopted by the board: March 5, 1991  
Revised: February 10, 2003

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Weston Public Schools  
Weston, Connecticut



# WESTON PUBLIC SCHOOLS REPORT

April 21, 2014



**Weston High School**

**Lisa Deorio, Principal**

*In this issue...*

- Principal's Update*
- Academic Programs*
- School Counseling*
- Co-Curricular Program*
- Professional Development*

## Principal's Update

Our new State testing window is the end of May after the advanced placement examinations. All juniors will take the Smarter Balanced Assessment on May 27, 28, and 30 and June 2. On our testing days, we will run an abbreviated schedule of classes in the morning followed by dismissal as we have done in previous years for the CAPT. All freshmen, sophomores, and seniors may leave at 11:35 a.m. Bus transportation will be provided at the end of classes as well as at the end of the school day. Lunch will be served for students who will be at school through the afternoon. Our library learning commons is also open all day. The schedule for these testing days may be found on the front of our website.

This past fall the WHS Symphonic Band, Wind Ensemble, and the Westport Community Band combined in concert to present a "Salute to America's Veterans." The evening was a tremendous success with over \$3,000 donated to Purple Heart Homes, a national organization dedicated to providing personalized housing solutions for service-connected disabled veterans and their families. Purple Heart Homes co-founders Dale Beatty and John Gallina, both of whom were severely injured during Operation Iraqi Freedom in 2004, were unable to join us that evening, but they promised to come to Weston to thank our students and the community for our efforts.

On Friday, April 4 these amazing American heroes honored that promise. WHS proudly hosted an assembly so that our students would have the opportunity to meet these heroes. These courageous, selfless men have been seen on the cover of *Time* magazine. They have been special guests at the fifth annual Iraq and Afghanistan Veterans Association Heroes Gala as well. This past year, Dale Beatty, a double amputee was one of ten finalists in CNN's American Hero of the Year search. It was an honor to host these heroes and hear their amazing and compelling stories. Their message included:

- What it means to serve our country;
- The meaning of sacrifice;
- The ramifications of combat and how it changes the person(s);
- Why they started Purple Heart Homes; and
- How students can help make a difference through service to community and to our country.

The following link tells their story: <http://www.youtube.com/watch?v=pXCJ6HHtzyg>

## Academic Programs

### Art

Congratulations to the following art students whose artwork was chosen to represent Weston High School's Visual Arts programs at the Norwalk Community College High School Art Invitational: Juliette Sandak, Computer Graphics; Mary Katherine Connors, Drawing; Dacia Gross, Painting; Luca Kupper, Photography; and Ryan Trepp, Crafts. Their work will be on display at the East Campus Gallery at NCC until April 20.

### Music

The WHS Orchestras will celebrate orchestral music from three centuries at their "OrchestraFest" Concert on Tuesday April 29 at 7:30 p.m. in the auditorium. Music by Mozart, Strauss, Tchaikovsky and the Beatles will fill the hall. "ChoirFest" is the following evening, on Wednesday, April 30 at 7:30 p.m., with choirs from WHS, WMS, and WIS all joining forces. We hope that you come join us and celebrate music.

Senior Ross Cohen was recently selected to be a member of the CT All State Symphonic Band. Ross was a member of the first trumpet section and had several solos during the performance. This band rehearsed in Hartford for three days from April 3 through April 5 and included members from all corners of the state. This was the second time that Ross has been selected to be a member of the auditioned ensemble.

### Project Lead The Way/Science/Technology

Our Science Olympiad team placed 15 out of 36 competing teams in the statewide competition held at the Storrs campus of the University of Connecticut. Students competed in 15 different events ranging from anatomy and physiology to geologic mapping. This team is advised by our Project Lead the Way teacher, Ms. Moosbrugger, and science teacher Ms. Hauser.

Last month, physics classes utilized their understanding of work and energy to fact check sections of the *Connecticut State Driver's Manual*. Upon finding an error in the section concerning total stopping distance, classes composed letters to the Commissioner of the Department of Motor Vehicles. Students asked that more accurate information be published in the manual, citing collective calculations and data of the class as evidence.

### Social Studies

On Wednesday, April 9 students in the American Government course listened to a presentation by local government officials. Panel speakers included members of the Board of Education and the Board of Selectmen. These local government officials spoke to students about their own sense of civic duty in the Weston community, and why they became involved in local government. Students heard firsthand the role which these individuals play in our local government, supporting not only the Weston Public School community, but also daily life here in Weston. Students asked insightful questions, ranging from the role that the local government played in recovering from hurricanes and natural disasters to questions discussing the amount of businesses in town center and the proposal of school budgets. We would like to thank all of the panel members who took time from their busy schedules to meet with our high school students.

### Videography

Mr. Brencher's Advanced Videography class participated in the spring 84-Hour Film Challenge in connection with the Connecticut Student Film Festival last month. The 84-Hour Film Challenge is for high school students interested in movie making. Students are challenged to produce a film in 84 hours or less, based on criteria that is released at the beginning of the production period. Winners will be selected at the Connecticut Student Film Festival on April 25 at the Palace Theatre in Waterbury, CT.

### World Language

#### Chinese

The Mandarin level 4 Honors class has conducted a Performance Based Assessment (PBA) project on planning simulated trips to China. Each student has completed in-depth research pertaining to three major Chinese cities that are of particular interest to them. They will now present to the class their respective projects describing their chosen cities, and highlighting the scenic and historical sites and local culinary specialties of those particular cities. The project will reflect students' capabilities in applying the knowledge they have learned over the past three-and-a-half years to a real life situation.

The Mandarin 3 Honors class is in the process of creating a video of its members singing the Beijing Olympic Games theme song. This proficiency in Mandarin is the culmination of two-and-a-half years of learning numerous Chinese songs and poems, watching Chinese films and videos, and communication in and out of the classroom.

#### French

This month French 3 classes adopted the roles of French political parties to debate the future of immigration in France. Half the class played the role of young people subscribing to the views of the Front National and the other half took on the role of those in the Parti Socialiste. Through research using authentic sources, students worked together to develop proposals that adhered to their party's points of view, combined with an understanding of social issues in France today. Juniors and seniors in French 4 Honors and AP French moderated the discussion.

#### Spanish

Spanish 6 students engaged in a class debate on the legalization of medical marihuana. This activity helps students develop 21<sup>st</sup> century skills by suspending judgment and engaging in an authentic topic.

### School Counseling

An Introduction to Naviance was held this month during our freshman seminars. Students will receive their usernames and passwords as well as an orientation regarding the key features of this software, including personality and career assessment as well as management of the college exploration and application processes. School counselors will also be reviewing freshman year and setting goals for sophomore year.

The College and Career Center (CCC) is very busy this month as juniors and their parents/guardians meet with our CCC Director Ms. Moks. If you would like to schedule a meeting, please contact her at 203-291-1668 or marilynmos@westonps.org.

## Co-Curricular Program

### Class of 2015

The Class of 2015 is sponsoring a school supply drive for preschool classes at the Ben Franklin School in Norwalk. They are in great need of supplies for the remaining months of the school year. Please encourage your student to donate something off the supply list which is posted throughout the high school. Any gently used music CDs for ages three to five, musical instruments for ages three to five, floor puzzles/puzzles, or dress-up clothes may be donated as well. The drop off boxes are in classrooms D2, D3, E3, and E2. The drive will run from Monday, March 31 through Thursday, April 10.

### Company

Company's spring musical *Carousel* was a resounding success. All members of our theater program involved in this production are to be commended for this wonderful production. From the stunning back drops and costumes to the beautiful music and tragic end, *Carousel* was breathtaking.

### Key Club

Circle of Friends and Key Club collaborated to support Autism Awareness Month. On April 2, the kickoff day, students and staff were asked to wear blue in support of the Autism Speaks campaign. Our Community Class made puzzle piece pins that were distributed also. More information may be found at [www.autismspeaks.org](http://www.autismspeaks.org).

Key Club members will conduct a Facebook workshop for Kiwanis members on Thursday, April 24. Kiwanis members who would like to connect with their grandchildren will learn how to set up Facebook accounts. This workshop will be held at our library learning commons at 2:45 p.m.

### Model United Nations

Our Model United Nations (MUN) will be going to its first conference this May at Trumbull High School. The students in MUN are excited and have begun research on their topics of child soldiers, North Korea, and the conflicts between Sudan and South Sudan. MUN club members will be devoting themselves to creating position papers, learning all aspects of the topic, investigating the views of the nations they represent at the conference, and writing draft resolutions to be introduced to their specific committees. It will be a busy six weeks of preparation, but the students know the work will be worth it when they can confidently speak as delegates in May.

### WHS Lit Magazine

The *WHS Literature and Arts Magazine* has decided that its spring issue will include a "Tribute to the Senior Class" section. Students of all grade levels can contribute literary or artistic pieces that highlight the graduating class or a member of the graduating class. This new section of the magazine will promote school-wide involvement in the magazine and will be a great way to send off the Class of 2014.

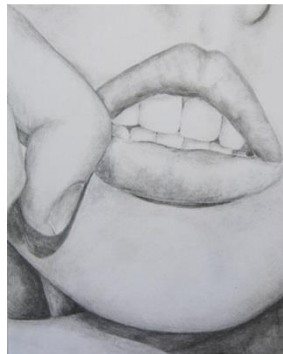
### Professional Development

An interdisciplinary cohort of science and social studies teachers attended a second session of work through the Tri-State Consortium. This group of teachers is working in the Tri-State Performance Assessment Design Initiative to create an interdisciplinary performance assessment with an authentic/real world audience. The Performance Assessment Design Initiative is a teacher laboratory

made up of over thirty teams all seeking to create more meaningful and engaging assessments for students in the tri-state area.

Science teachers learned about the newest features of InterLACE at an in-house session with our colleagues from Tufts University. Our school is one of the first schools to share InterLACE activities between teachers. Tufts researchers also listened to teacher needs so that they can continue to enhance this online learning resource.

*AP Studio Art Portfolios are nearing completion. Here are some examples of their work.*



**Weston Middle School**

**Amy Watkins, Principal**

*In this issue... Gabriel Bol Deng Visits WMS*

*TEDx Talks: Grade Eight Students "Are" the Change*

*Grade Eight Students Complete Course Selection*

*WMS Students Compete in Science Olympiad*

*Parent Coffees on Social Media*

*Family University: A Night for Conversation and Connection*

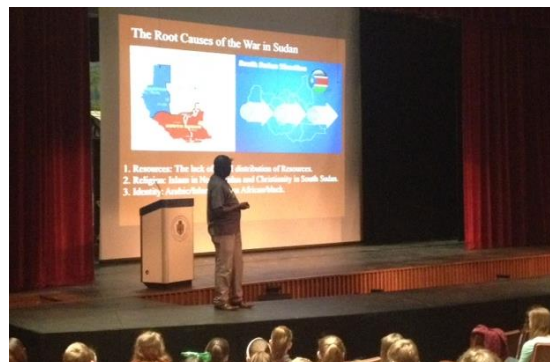


## ***Weston Water Warriors: Grade Six Students Take Action Spectrum Concerts Wows the Audience***

### **Gabriel Bol Deng Visits and Inspires Students and Staff**

Gabriel Bol Deng, one of the Lost Boys of Sudan, spoke to WMS students and left everyone inspired to make a change. Gabriel was 10 years old when North Sudan government-sponsored militiamen led a violent attack on his village in South Sudan in 1987. He fled, not knowing the fate of his parents or siblings. After his escape, Gabriel embarked on a harrowing, four-month journey across the Nile River and the untold miles of desert, surviving disease and paralyzing hunger to reach Ethiopia.

After 15 years in refugee camps in Ethiopia and Kenya, Gabriel came to the United States under the U.S. Refugee Resettlement Program in 2001. Gabriel has graduated from college and has his masters in math education from Le Moyne College in Syracuse, New York. He has founded Hope for Ariang, a non-profit organization with the mission of raising funds to build, support, and maintain schools in his native village of Ariang, Southern Sudan. His film, *Rebuilding Hope* has been accepted to major film festivals and is now available for screening. Gabriel will be in Farifield later this month. We hope to arrange a free viewing of his documentary for all community members.

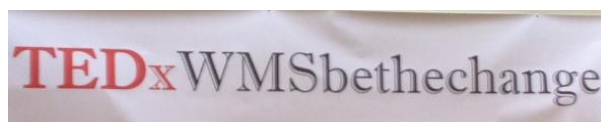


### **TEDx Talks: Grade Eight Students “Are” the Change**

Students in the eighth grade were recently inspired by Mrs. Baldwin, Mrs. Hare, and Mrs. Shuhart to “Be the Change.” After completing their persuasive writing piece, students continued their work to make the experience truly authentic and deliver a message of change to their peers using the TED talk format.

Topics were in-depth and challenged the status quo. Students worked collaboratively on their projects, developing scripts that were memorized to allow them to deliver the “talk” in a natural manner and personally connect with the audience. In addition to writing the script and posing questions to push the thinking of the audience members, students skillfully coordinated multimedia images to engage their viewers. All students presented to their classes. Several students presented their talks or public service announcements in the high school auditorium in front of the entire eighth-grade.

This was a surreal experience and one we feel the students will remember throughout their lifetime. Congratulations to all of the students and teachers for their amazing work and the change they have inspired in all of us.



### **Grade Eight Students Complete High School Course Selection**

After meeting with their eighth-grade counselor Mrs. Ogden, listening to tips from the high school counselors, and attending the transition to ninth grade presentation at the high school, eighth-grade students and their parents used Parent Portal to select their freshman courses for high school. This was the first time parents have had the opportunity to use Parent Portal for registration. Students in the

## WMS Students Compete in Science Olympiad

Shock Value Event: Aniela Dexter and Sara Eiler placed 10<sup>th</sup>  
Crime Busters Event: Aniela Dexter placed 7<sup>th</sup>

## Parent Coffees Held on Social Media Responsibility

This event features Marc Brackett, Ph.D., Director of the Yale Center for Emotional Intelligence, and Senior Research Scientist in psychology, who will be presenting to parents on “Emotionally Intelligent Parenting” and Michelle Albright, Ph.D., Director of Youth Services for the Town of Weston and a consultant for the Yale Center, who will be presenting to students on “Social Respect and Responsibility.” There will also be a Risky Behavior Panel for high school parents and Cyber Seminar Panel for middle school parents.

April 21, 2014 - Page 52

*Payment Options:* At the door: cash or checks made out to Weston Public Schools  
Online: via [www.myschoolbucks.com](http://www.myschoolbucks.com)  
*To access the form go to:* [http://www.westonps.org/uploaded/SPED/Family\\_University\\_Info.pdf](http://www.westonps.org/uploaded/SPED/Family_University_Info.pdf)

#### Weston Water Warriors: April 10 and 11

Our students have been reading *A Long Walk to Water* in which Nya, a character in the story, walks for hours each day to retrieve water for her family. The students asked what they could do to raise enough money to install a well in support of the communities in South Sudan. On April 10 and 11, our physical education classes will participate in a Weston Water Warrior Walk. Different than a regular fundraiser, our students will actually place themselves in a modified experience of someone from South Sudan, retrieving water for their family. During the physical education classes, students will carry one to two gallon jugs of water from WMS to the track and back. The goal is for students to experience how even a gallon of water can impact someone walking a short distance. Funds collected will support our efforts to help a community in South Sudan fund a well for a village. Below is a link to the WMS fundraising page to contribute for this cause.

<https://thewaterproject.org/community/profile/aimee-shuhart>



#### Grade Six Students Take Action

Mrs. Goetz's students, along with the other sixth-grade classes, recently completed their Action Research unit. Students worked collaboratively to develop thesis statements and research evidence to support their thesis. Powerful topics such as terrorism, animal cruelty, and musical instruments were shared with peers and parents.

#### Spectrum Wows the Audience

Students in band from grades 6-12 had the opportunity to showcase their talents for parents in the Spectrum concert. As the name would suggest, all groups are strategically stationed on the floor to allow for a seamless transition between groups, keeping the audience engaged and the momentum of the evening flowing. The talents of our students are outstanding. We would be remiss not to acknowledge the efforts of Mr. Holmes, Ms. Soboleski, and of course Mr. LaRusso. A special tribute was paid to Mr. LaRusso for his dedication and passion in helping all of his students reach their full potential in the arts. Best wishes to Mr. LaRusso in his retirement.



**Weston Intermediate School**

**Pattie Falber, Principal**

*In this issue...*

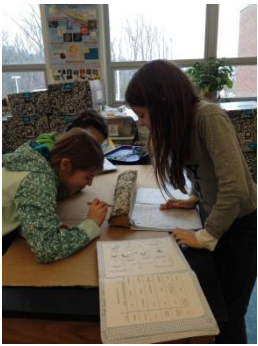
*Grade level News*  
*St. Patrick's Day*  
*Band and Orchestra Debut Concert*  
*WIS School Musical*  
*Odyssey of the Mind*



## Grade Level News

### Third Grade

Our third graders are in full swing in their animal adaptations science unit. They are exploring the physical structures and behaviors that allow many different kinds of animals to survive and reproduce in environments that meet their basic needs. For example, students observed the wide variation in bird beaks and how each type allows birds to eat a specific diet. They then headed to the science lab for an active experience where they simulated eating these various foods with several different types of “beaks” in order to explore what made the most successful adaptation.



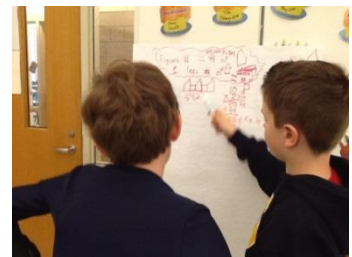
The science content from this unit is directly tied to the third graders' upcoming AIM unit which explores animal endangerment as the inability to adapt in a timely enough fashion to changes in food supply, environment, or predation.



### Fourth Grade



Our fourth graders continue to do well with their transition to Math in Focus. Here students are actively involved in mathematical discourse as they work together to solve a problem from their current geometry unit.



### Fifth Grade

Fifth-graders are working on writing informational essays designed to teach next year's fifth-graders about important aspects of the Revolutionary War. This unit serves as an intentional bridge between their content learning in social studies and their historical fiction reading unit. Essays will incorporate research and study of primary source documents.



### St. Patrick's Day



The halls were filled with the sounds of Irish jigs and folk melodies on St. Patrick's Day when members of the WIS Advanced String Ensemble greeted the students as they arrived to school. The music put a little spring in our steps as many of us donned green to celebrate the day.

### Band and Orchestra Debut Concert

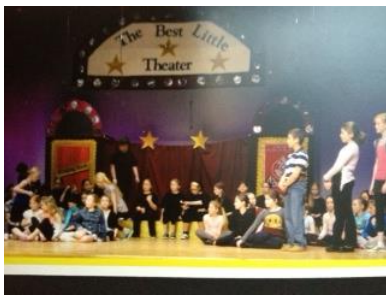


The fifth-grade band and orchestra held their Debut concert on Wednesday, March 26. For many students this was the first time they experienced the excitement of performing as an ensemble. The students had much to be proud of as they displayed their newly

developing talents. Ms. Smart and Ms. Sobeleski designed a very enjoyable program that included a performance by the Advanced WIS String Ensemble.



### WIS School Musical



On Saturday and Sunday, March 29 and 30, approximately 80 fourth- and fifth-grade students performed in our school musical, *The Best Little Theater in Town*. The students sang and danced to two almost sold-out performances. For the majority of the cast, this was their first time in a musical, and they were amazing. We were fortunate to have some members of Short Wharf come from the middle

school to help out during rehearsals and work backstage during the performances. They were great role models for our students.



### Odyssey of the Mind

Eighty-seven of our students on 13 different teams competed in our first Odyssey of the Mind state competition on Saturday, March 29. The team members applied their creativity to solve problems that ranged from building mechanical devices to presenting their own interpretations of literary classics. Students learned the importance of working together and depending on



each other to achieve a common goal. They learned to persevere and take risks, and to share their ideas with others. It was a rewarding day, and an enrichment program that we will definitely continue next year.



**Hurlbutt Elementary School**

**Laura Kaddis, Principal**

*In this issue...*

*Hurlbutt Celebrates a Positive School Climate  
Teaching and Learning  
Author Visit*

### Hurlbutt Celebrates a Positive School Climate

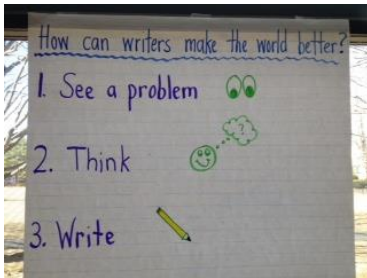
Hurlbutt students continue to strive to be safe, kind, and responsible each and every day. We received a thank you from Norwalk Hospital for the kind messages we sent to them. The flowers, cards, notepads, and puzzles brightened the days of pediatric and adult patients.



Thank you to our supportive PTO for the two beautiful new rugs showing off our school mascot, Horace the Hurlbutt Honeybee. The Philanthropy Committee purchased them for our main entrances to greet our students as they enter the building each day.

### Teaching and Learning

Hurlbutt staff participated in a site visit by John Antonetti, educational consultant. John joined us on learning walks throughout the building with a focus on student engagement. This was a valuable professional development activity for the entire staff. His visit was a follow up to his initial classroom visits last year. John's facilitation of professional conversations among staff leads to further reflection of teaching and learning here at Hurlbutt.



Our kindergarteners have been working in a persuasive/opinion writing unit of study where they learn to use words to make a change. They are learning that they can use writing to make their classroom, school, and world a better place. This unit embeds the techniques of quality writing for real audiences. Students have identified a variety of problems and are exploring a variety of ways to communicate their ideas. We are seeing students create songs, signs and letters reflecting their thoughts and opinions.

First graders celebrated their published pieces of non-fiction writing. Students chose topics of interest and created "All About" books. Our children became teachers of a variety of topics while continuing to hone their writing skills. They learned how to hook their reader by starting their books with a question. They also learned to add detail and elaborate with strategies, including creating twin and even triple sentences.



Second graders participated in a PTO sponsored enrichment program with scientists from High Touch High Tech to enhance their unit of study on matter. They observed liquids, solids, and gases and were involved in experiments to determine properties of matter. They were posed questions such as, "Do gases have weight? How might we design an experiment to prove it?" Their discussion of matter led to very high levels of conversation about atoms and molecules. Students built water molecules with marshmallows to represent the different elements. The scientists were very impressed with the enthusiasm and knowledge that Hurlbutt students brought to the lab.



### Author Visit

All of our students were treated to a visit with Jerry Pallota, author of numerous children's books on a wide variety of topics. His alphabet books bring nature to life through engaging pictures and words. His presentations were highly entertaining and the students had a glimpse into the life of a real author. He shared editing and revising strategies with our students in a dynamic and exciting way. Jerry stayed for two evening sessions for our families. Thank you to our generous PTO for sponsoring the author visit.

