



Avon Board of Education
34 Simsbury Road, Avon, Connecticut

Mission Statement

Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.

Tuesday, January 16, 2024 7:00 pm

Avon High School, Library

Avon High School
510 West Avon Road
Avon, CT 06001

In the event that inclement causes the closing of Avon Public School buildings, this meeting will be held virtually via this link:

<https://avonk12ctus.zoom.us/j/89226208772?pwd=dU5uRVVFFVhBKzUvcVV1U3JObGVXZz09>

If the Board conducts this meeting remotely, and you require electronic equipment necessary to attend such meeting in real-time, please contact Christine Sardinkas, csardinkas@avon.k12.ct.us, not less than twenty-four (24) hours prior to the meeting. In such cases, the Board will provide a physical location and the necessary electronic equipment. Please be advised that the same opportunities to provide comment or testimony and otherwise participate in such meetings if such meetings were held in person will continue to apply.

Please Note: The Avon Public School website www.avon.k12.ct.us will post the decision regarding the meeting being held virtually or in person. The decision **will be made by noon (12:00 p.m.) on Tuesday, January 16, 2024.**

Agenda

I. Call to Order

- A. Roll Call

II. Pledge of Allegiance

III. Election of Board Officers

- A. Election of Board Officers
- B. Discussion of Board Subcommittee Chairs and Members
- C. Discussion of Board Liaisons

IV. Mission Statement

V. Recognition

- A. AMS student: Amulya Cheemalapati- middle school student winner of the 2023 #LoCoolGov Scholarship from the Connecticut Conference of Municipalities (CCM)

Agenda Board of Education Regular Meeting –January 16, 2024

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VI. Approval of Minutes

- A. Board of Education Special Budget Meeting Minutes of December 19, 2023
- B. Board of Education Regular Monthly Meeting Minutes of December 19, 2023
- C. Board of Education Special Budget Workshop Meeting Minutes of January 10, 2024

VII. Communication from Public

Communications are generally limited to 15 minutes as a total maximum for all speakers, with each speaker limited to 3 minutes in accordance with standing Board policy. The Board may waive these limits in exceptional circumstances.

VIII. Items of Information and Proposals

- A. Student Representative Report – Lillian Peng and Nikolai Meltser
- B. Financial Report – Susan Russo, Business Manager

IX. Committees & Liaison Reports

A. Committee Reports

- Curriculum & Professional Practices –
- Finance –
- Negotiations –
- Policy –

B. Liaison Report

- Capital Region Education Council –

X. Chair's Report –Ms. Debra Chute, Board Chair

- A. Board Chair Update

XI. Superintendent's Report – Dr. Bridget Heston Carnemolla

- A. Hiring Report
- B. Enrollment Report
- C. Strategic Plan Update
- D. Updates
 - 1. Update on New Kindergarten Entry Age

XII. Consent Calendar - There are no items on the Consent Calendar tonight

XIII. Old Business

XIV. New Business

- 23-24/ 27 Approve 2nd half of year BOE Committee Meeting Dates
- 23-24/28 Approve 2024-2025 School Year Calendar
- 23-24/29 Approve the 2024-2025 Avon Public School's Budget
- 23-24/30 Appointment of CACTV Advisory Council Member

XV. Communication from Public

Please remember communications are generally limited to 15 minutes as a total maximum for all speakers, with each speaker limited to 3 minutes in accordance with standing Board policy. The Board may waive these limits in exceptional circumstances.

XVI. Communication from Avon Board of Education Members

XVII. Adjournment



Special Meeting- Budget Workshop
Avon Board of Education
34 Simsbury Road, Avon, Connecticut

Mission Statement

Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.

Tuesday, December 19, 2023, 6:00 pm

Avon High School, Community Room

Avon High School
510 West Avon Road
Avon, CT 06001

Minutes

Attendance

Board Members Present: Jackie Blea; Debra Chute, Board Chair; Jeffrey S. Fleischman, Board Secretary; Lynn Katz; Nicole Russo; Thej Singh, Vice-Chair; Laura Young;

Board Members Absent: Sarah Thompson

Administration Present: Dr. Bridget Heston Carnemolla, Superintendent of Schools; Roberto Medic, Assistant Superintendent; Jess Giannini, Assistant Superintendent; Susan Russo, Business Manager

- I. Call to order Chair Ms. Deb Chute called the meeting to order at 6:02 p.m.
- II. Pledge of Allegiance
- III. Communication from Public - There were no comments from the public
- IV. Discussion regarding Proposed 2024-2025 Budget

At this time, Board Chair Chute turned the meeting over to Dr. Carnemolla to discuss the 24-25 budget.

Dr. Carnemolla stated that this was the first budget workshop for the 24-25 school year, right now we look at the bigger picture, the narrative of the budget and how to set the course to move forward. All Administration has been working diligently on the budget. The development of the budget, as always, is done in line with the Avon Blueprint.

 - **Focus Area I:** Student Learning - We will create multiple student learning pathways to challenge students to think critically, persist in solving challenging problems, work collaboratively, and communicate effectively.
 - Maintain the 1.0 Preschool teacher - This is necessary as the number of 3-5 year olds has increased exponentially, as well as the new law that students need to be the age of 5 on/before September 1, will keep more students in the preschool classrooms.

Ms. Katz asked if the law is steadfast, if the student isn't 5 years old they can't go to Kindergarten? Dr. Carnemolla answered that no, there is a process of assessment if the parent feels the child is ready to move on.

- Teaching Assistants - Maintain the 8.0 FTE Teaching Assistants. We need more hands in the Kindergarten classrooms, as the number of students is always increasing, and also the Special Education needs do follow the child into Kindergarten from Preschool. Teacher Assistants are also used to substitute/cover for teachers and this promotes consistency with the children. The amount of TA's is equivalent to 6.0 FTE, although it may be more than 6 teachers, with the FTE's split up.
- Paraeducators - Maintain additional 7.0 FTE paraeducators to support IEP/1:1/preschool needs.
- Out of District Tuition Requirements - We pay tuition any time it is determined that we can not meet the needs of the students (despite best efforts), or if it is determined that it is just best for the student. Also paying for residential placements, which can be very costly. The escrow account is used as much as we can
- Magnet Schools- Avon is responsible for tuition for the Magnet school students.
- SPED- New legislation says we are responsible for SPED students to the age of 22, previously it was 21. This does affect our bottom line since it is another year of costs for the student. Dr. Carnemolla also commented that our SPED population has grown considerably over the past 3 years.
- **Focus Area II: Personal Growth and Relationships** - Foster a safe learning community that empowers students to be self-directed , self-regulated, and resilient as they strive to advance their own personal and academic goals.
 - District-Wide School Psychologist - Maintain additional 1.0 FTE District-Wide Psychologist. This past year this was funded by ARPA ESSER Grant funds, so it now will be something that has to go into the budget for next year. This position assists in performing evaluations, testing and additional support.
 - Social Worker- Additional social worker needed, particularly at PGS, due to increased Social and Emotional needs. Dr. Carnemolla would rather not split one social worker between the schools, rather one for each school, but right now PGS has the greater need with the greater number of students in the school. A short discussion ensued regarding the need for Social Workers, what part they play in our schools and the extensive list of duties that keep getting added to their days.

Ms. Singh asked if there was a social worker at each school and Dr. Carnemolla replied there is one in each building for K-8, and there are 2 social workers at the High School.

Ms. Nicole Russo asked to clarify also the number of Guidance Counselors at the schools to which Dr. Carnemolla answered that there was 1 at Thompson Brook, 2 at AMS and 6 at the high school.

Ms. Singh asked why we need a social worker and not a counselor and Dr. Carnemolla said that the IEP's and the needs of the students require the expertise and certification of a social worker.
- **Focus Area III: Communication and Partnerships** - Build internal and external partnerships in service to the district's mission and beliefs for student learning through clear communication and transparent process.
 - Unified Sports - Working to grow this program.
- **Focus Area IV: Systems** - Maximize efficiencies and optimize resources through the ongoing creating, refinement, and alignment of processes, procedures, and systems.
 - Health Insurance - the increase is costlier than predicted. Mr. Fleischman asked if it was time to shop around for Health Insurance, Ms. Susan Russo answered that this is a continuation of funding our own insurance, and this is all based on the claims and prescription prices that are exorbitantly high. Ms. Chute asked Ms. Russo to explain to those

present that being self insured is more cost efficient, Ms. Russo clarified that Cigna as our claims administrator, we pay them a fee to process them, but we own the claims. We do cost comparisons every year, and it is a rule of thumb that if you have over 100 employees, it is better and more cost effective to be self insured.

- Pension and OPEB - This is a welcome decrease due to favorable investment results. After a short discussion, it was concluded that Health Insurance and Pension Benefits equate to approximately 1.5% of the total budget increase for next year.
- Transportation - An increased need for wheelchair transportation, and out of district transportation.
- Supplies and Equipment and Contracted Services - Time had run out to talk to this point, but Dr. Carnemolla summed up the Supplies/Equipment and Contracted Services: Contracted Services is up a little bit, a few things, no HVAC person so that has had to be contracted out, preventative maintenance, additional evaluations in Occupational Therapy, minimum wage has been increasing, necessary software renewals.

A short discussion took place regarding the total percent increase and the main drivers of the budget.

2024-2025 Preliminary Budget Summary

2023-2024 Adopted Gross Budget - \$66,743,808.95
Preliminary Proposed Budget 24-25 - \$71,552,739.56
Difference in Dollars 2023/2024 to 2024/2025 - \$4,808,930.61
Difference in Percent 23/24 to 24/25 - 7.21%

2024/2025 Initial Budget Reductions Summary

Preliminary Proposed Budget- \$71,552,739.56
Requested Additions Reductions - \$116,000.00
Other Reductions - (\$1,292,162.49)
FY 2024/2025 Working Preliminary Budget - \$70,376,577.07
Difference in Dollars 2023/2024 to 2024/2025 - \$3,728,843.12
Difference in Percent - 5.59%

V. Adjournment

At 7:02 p.m. Ms. Deb Chute moved to adjourn the meeting and Ms. Laura Young seconded the motion. The Motion Passed 7-0-0

Minutes prepared by Christine Sardinkas, Board Recording Secretary
Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

Board minutes are approved at the next regular monthly Board meeting, and any correction so the minutes, if needed, will be made at that time.



Monthly Meeting
Avon Board of Education
34 Simsbury Road, Avon, Connecticut

Mission Statement

Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.

Tuesday, December 19, 2023, 7:00 pm

Avon High School Library

Avon High School
510 West Avon Road
Avon, CT 06001

Minutes

Attendance

Board Members Present: Jackie Blea; Debra Chute, Board Chair; Jeffrey S. Fleischman, Board Secretary; Lynn Katz; Nicole Russo; Thej Singh, Board Vice-Chair; Laura Young

Board Members Absent: Sarah Thompson

Administration Present: Dr. Bridget Carnemolla, Superintendent of Schools; Jess Giannini, Assistant Superintendent; Roberto Medic, Assistant Superintendent; Susan Russo, Business Manager

I. Call to Order

Ms. Debra Chute, Board Chair, called the meeting to order at 7:07 p.m.

A. Roll Call

II. Pledge of Allegiance ---

III. Mission Statement

IV. Recognition - The Board recognized two retiring Board members, Ms. Jackie Blea and Ms. Laura Young who served on the Avon Board of Education for 8 years. Each Board member said a few kind words about them, and thanked them for their service.

V. Approval of Minutes

A. Board of Education Regular Monthly Meeting Minutes of November 14, 2023

Ms. Katz made a motion to approve the BOE Regular Monthly minutes of November 14, 2023

Ms. Blea seconded.

Motion Passed 7-0-0

VI. Communication from Public- There was no communication from the public

VII. Items of Information and Proposals

A. Student Representative Report – Lillian Peng and Nikolai Meltser
Miss Peng began:

AHS: Interact Club had their first service project of the year, Operation Cares 2023- Boxes to Boots

School Play- Triangle when smoothly and performances were amazing
Band and Choir performances of their winter concerts
More than 750 students are on the honor roll and all grades that took the PSAT scored higher than the state average
Sierra club and Fashion Club are holding a used clothing drive
Over \$1,000 raised for childhood cancer from PJ day
BOE Chair Ms. Debra Chute spoke at the NHS about leadership
The Camarata singers caroled at all schools and Central office

AMS: Toy Drive for the children

According to US News and World Report is ranked # 6 in the state!

PJ Day for Childhood Cancer

TBS: March of Dimes Town Meeting

Newly Recognition rewards “Rokko’s rewards” was instated

Parent/Teacher Conferences were held the week after Thanksgiving

PJ Day for Childhood Cancer

Mr. Nikolai Meltser continued:

RBS: PJ Day for Childhood Cancer

Winter concert was held

PGS: PJ Day for Childhood Cancer

Big thank you for the donations for the Turkey Trot Collection for the month of November

Scholastic Book Fair was a huge success

- B. Financial Report – Susan Russo, Business Manager - Ms. Russo began with the November Financial Highlights; the month of November ended at 7.52% or just over 5M unencumbered. The variances were seen in our administrative salaries, as well as some certified staff variances with retirements and onboarding for those retirements. A positive balance remains as there are still some unfilled stipend positions. Non Certified staff variances have occurred in the custodial area with leaves as well as paraeducator needs for the district. Utility usage was up in copiers as well as the water usage at the middle school due to the flooding (and the subsequent cleaning up from the flooding). SPED costs have increased due to all the contracts being done and submitted, as well as the increase in transportation costs for SPED for wheelchair needs. All of these variances can be found in the transfers within this packet. There is a pause in spending at this point, to make sure we can meet our obligations for the year.

VIII. Committees & Liaison Reports

A. Committee Reports

- Curriculum & Professional Practices – There was no meeting this month.
- Finance – Lynn Katz, Chair - Ms. Katz stated the Finance Committee met on December 12th and the financials are in this monthly meeting packet.
- Negotiations – Deb Chute, Chair - We are not actively negotiating with any one at this time.
- Policy – Laura Young, Chair - Policy meeting was held on November 28, 2023 and the policies are looking to be approved tonight.

B. Liaison Report

- Capital Region Education Council – Jackie Blea, Board Representative
Ms. Blea stated that there was no meeting this month.

IX. Chair’s Report –Ms. Debra Chute, Board Chair

- A. Board Chair Update - Ms. Chute began by saying she was asked to speak at the National Honor Society induction on Leadership and she was incredibly touched to be asked. The students were engaged and it was an honor to speak.
Ms. Chute continued by saying she and Ms. Nicole Russo were a part of a new Holiday Card tradition. Dr. Carnemolla had the kindergartners from both schools craft artwork on a piece of paper with a winter

theme, where one from each school would be chosen to make the Avon Public School holiday card. The hard part was deciding between all the children's artwork! Dr. Carnemolla as well as some Central Office staff, Ms. Russo and I went to the schools to surprise the kindergarten student whose artwork was chosen, they were surprised and excited to learn their artwork had won (parents of the students were present as well, when the students were told their artwork had been chosen).

Ms. Chute then wished everyone a happy and healthy holiday break and wished 2024 for all will bring something hopeful.

X. Superintendent's Report – Dr. Bridget Heston Carnemolla

A. Hiring Report - Mr. Medic began by saying they were pleased to introduce 2 new educators to fill 2 retirements that occurred in November and one this Friday the 22nd. Mr. Mohanad Elserafy to fill Ms. Michelle Gladue's 4th grade position at PGS (Ms. Gladue retiring after 30 years of teaching) and Ms. Tia Smith to fill Ms. Sara Parson's position for SPED at AHS. There was a great pool of candidates for the SPED position, and they are pleased to welcome an Avon Alum to the district.

B. Enrollment Report-

Dr. Carnemolla stated we are creeping up slowly in enrollment, but not far off the numbers of last year at this time.

C. Strategic Plan Update -

Dr. Carnemolla stated that she had received many questions/requests on the status of the Science of Reading Waiver so she asked Mr. Giannini to put something together to show where we were, where we are, and where we are going for a helpful recap for everyone.

Mr. Giannini started by recapping the drivers for the reading curriculum, stating that in 2018 the *Center for School Change* (when reviewing our Avon Strategic Plan) suggested the need for cohesive teaching practices. At this point, Dr. Carnemolla clarified that one of the goals she was tasked with when she became Superintendent was to work with an outside agency to help develop a new Strategic Plan. Our current Blueprint for Excellence for Avon was created with the help of the *Center for School Change*, and one piece of that was having a cohesive plan for the reading curriculum, and that part of the Blueprint is being carried forward to today.

Mr. Giannini continued that in order to boost those teaching practices, and continue the K-12 vertical alignment, key components had to be put in place. The Workshop model was selected as the delivery model and the Teacher College Units were chosen to be the resource, along with Avon writing much of their own curriculum. The Right to Read law was passed in 2021 and it made the Curriculum Committee review the curriculum for what worked and what did not. Along with this came the legislative decision to have all schools in CT use either one of the 11 reading programs that the State of CT Department of Education provided, or to submit a waiver to 'defend' that the reading program in place at a district meets the requirements set forth by the State.

In February of 2023 the Science of Reading Waiver was submitted and in the beginning of December we were told we had partial approval.

The resources we need to revise are comprehension and vocabulary. Ms. Katz questioned the fluency aspect and Mr. Giannini answered that our Geodes is acceptable to the state for fluency. Dr. Carnemolla spoke to a rebuttal letter that Avon and many other districts submitted to the state, per the advice of counsel. This rebuttal letter is saying that the many districts are not in agreement with the process that was followed for the Reading Waivers. The partial waiver indicates that the Workshop and Teachers College does not meet the standards for the State of CT.

Dr. Carnemolla stated that Avon disagreed with the State that our comprehension and vocabulary programs did not meet the standards or we would not have submitted the waiver. That said, if it is the right thing to do by the students, we will choose another program (from the list approved by the state), those programs are being researched now.

Mr. Fleischman questioned if Avon students surpass the state average in testing, and our curriculum is stellar, why do we need to revise with a program chosen from a list the State has given us. Dr. Carnemolla agreed our curriculum meets the standards, which is why we submitted the waiver. Mr. Fleischman also

voiced concern over our legal counsel and their involvement with the state as their counsel, and Dr. Carnemolla suggested that would be a conversation to have with our Legal Counsel.

Ms. Katz asked if it was specifically the Workshop model that the state disagreed with, and Mr. Giannini answered that we used the latest update of the Workshop model, and that was what the state reviewed, but still was unacceptable to them. Mr. Giannini continued to say that we are still unaware what their issue is with our comprehension and vocabulary model, and that is what will be discussed going forward with the State.

Mr. Fleischman had inquired if we, as a district, did nothing at all, didn't change or revise our curriculum and Dr. Carnemolla stated that the legislature gave the State Department of Education the 'right' to mandate reading curriculum, so not complying with the law would not serve Avon well.

She added that there was a Right to Read Grant, and we did apply for it and need to use it for any new program needing to be purchased. Any changes need to be partially implemented by July 1, 2025 which means we can pilot any new programs (for comprehension and/or vocabulary) and see what works for us.

Mr. Giannini wanted to reiterate that if the changes come, to remember it is still our curriculum and matches our mission statement.

D. Updates -

Dr. Carnemolla wanted to say how wonderful it was to go to the schools and see the students whose drawings were chosen for the holiday cards. She had wanted to do something to showcase the students, and could not have been happier with the turnout. (Dr. Carnemolla then went on to show the two versions of the cards that were given out).

Dr. Carnemolla also thanked Mr. Michael Renkawitz for working with us as an interim Assistant Principal. He has been a huge asset to Avon and we are extremely grateful and appreciative.

XI. Consent Calendar -

- A. 23-24/19 - Budget Transfers
- B. 23-24/20 - TBS PTO Donation of \$4,400

***Ms. Chute moved to have the consent calendar approved as is, Ms. Blea seconded
Motion passed 7-0-0***

Ms. Chute wanted to thank the TBS PTO for their generous donation

XII. Old Business -

- A. 23-24/17 Approval of Primary Instructional Material: Patron Saint of Nothing by Randy Ribay
Ms. Chute mentioned that this component (approval of Primary Instructional Material) was on the last agenda.

The 30 day review period has passed and it is at the point of approval.

***Ms. Blea made the motion to approve the primary instructional material The Patron Saint of Nothing,
Ms. Young seconded
Motion passed 7-0-0***

XIII. New Business

- A. 23-24/ 21 Policy 5145.4 - Nondiscrimination (Student)

Dr. Carnemolla stated the changes to this policy pertain to legislative changes to definitions within the policy.

It was confirmed that all the changes are from Shipman and Goodwin model policies

Ms. Laura Young made the motion to approve revised policy 5145.4 Nondiscrimination (student),

***Ms. Katz seconded
motion passed 7-0-0***

- B. 23-24/ 22 Policy 4118.11 - Nondiscrimination (Personnel)

These changes are the same as the above Nondiscrimination policy as well as prospective employers being allowed to ask about erased criminal history.

Ms. Laura Young made the motion to approve revised policy 5145.4 Nondiscrimination (student), Ms. Thej Singh seconded motion passed 7-0-0

- C. 23-24/ 23 Policy 4118.235 - Reports of Suspected Abuse or Neglect of Children or Reports of Sexual Assault of Students by School Employees
Change made to the legislation regarding sexual contact with a deceased person.
Ms. Laura Young made the motion to approve revised policy 4118.235 Reports of Suspected Abuse or Neglect of Children or Reports of Sexual Assault of Students by School Employees, Ms. Singh seconded motion passed 7-0-0
- D. 23-24/24 Policy 6148 - Improve Completion of FAFSA
The new legislation for this policy includes the FAFSA being completed as a requirement for graduation, starting with the class of 2025. There is a provision for a waiver if a form can not be filled out.
Ms. Laura Young made the motion to approve revised policy 6148, Improve Completion of FAFSA, Ms. Blea seconded motion passed 7-0-0
- E. 23-24/25 Policy 9325.2 - Construction of Agenda
Dr. Carnemolla stated that this is an update requiring all information produced at the BOE meeting must be published online; this is the packet that is given to the board before the Board meetings.
Ms. Laura Young made the motion to approve revised policy 9325.2 Construction of Agenda, Mr. Fleischman seconded motion passed 7-0-0
- F. 23-24/26 2024-2025 High School Course of Studies
Dr. Carnemolla stated that this comes to the Board for approval every year, mostly for the reason of having something approved online for colleges to refer to when needing to reference a prospective student's transcript.
A board member questioned the Course of Studies and the curriculum that aligns with it and a conversation ensued.
Ms. Jackie Blea made the motion to approve the High School Course of Studies for the 2024-2025 school year, Ms. Young seconded Motion passed 7-0-0

XIV. Communication from Public
There was no communication from the public.

XV. Communication from Avon Board of Education Members- There was no further communication from the Board

XVI. Adjournment
Ms. Jackie Blea made the motion to adjourn the meeting at 9:12 p.m., Ms. Laura Young seconded Motion passed 7-0-0

Minutes prepared by Christine Sardinkas, Board Recording Clerk

Minute respectfully submitted by Jeffrey S. Fleischman, Avon Board Secretary



Special Meeting- Budget Workshop
Avon Board of Education
34 Simsbury Road, Avon, Connecticut

Mission Statement

Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.

Wednesday, January 10, 2024, 6:00 pm

Avon High School, Library

Avon High School
510 West Avon Road
Avon, CT 06001

Minutes

Board Members Present: Christopher Campbell; Debra Chute, Board Chair; Jeffrey S. Fleischman, Board Secretary; Ramesh Kandipilli; Lynn Katz, Nicole Russo; Thej Singh, Board Vice-Chair; Suzanne Szekeres; Sarah Thompson

Board Members Absent: none

Administration Present: Dr. Bridget Heston Carnemolla, Superintendent of Schools; Roberto Medic, Director of Human Resources; Jess Giannini, Assistant Superintendent; Susan Russo, Business Manager

I. **Call to Order** Superintendent Carnemolla, called the Special Budget Workshop meeting to order at 6:02 pm.

II. **New Business**

Dr. Carnemolla introduced tonight's meeting as the second of the Board of Education budget workshops for the fiscal year. The Superintendent's intentions were to go through the presentation on the Superintendent's Proposed Budget for FY 2024-2025 and address any questions and/or concerns before the January 16th Board meeting where the Board will take action on the budget. The overall number is not expected to change from now until Tuesday the 16th, but some items are still fluid and will be updated electronically and then posted for Tuesday's meeting with the public. The town of Avon needs to plan their budget, so they expect the APS budget to be in their hands for February 2, 2024.

Dr. Carnemolla thanked all the Administrators for being there.

Dr. C started with the mission statement, stating that when the budget is put together the mission statement and the Blueprint for Excellence is always the guide for composing the budget.

The Superintendent's Proposed Budget for FY 2024-2025 presentation:

Budget terms were clarified; Gross Budget- Total amount of funding requested from the town
Non-tax revenue - Revenue collected by the BOE on behalf of the town
(Open Choice grants, Athletic Pay to Participate, Parking Fees and Pre-K tuition to name a few)

Net Budget - General fund operating expenses less non-tax revenue

The way the Board of Education Budget goes , the appropriations have to be made to BOE; the town takes in the money and then appropriates it to us at the beginning of the new fiscal year.

2024/2025 Budget Overview

2023-2024 vs. 2024-2025

2023/2024 Gross Budget - \$66,743,809

less non-tax revenue - \$ 4,267,161

2023/2024 Net Budget - \$62,476,648

Proposed 2024/2025 Gross Budget - **\$70,121,345**

Gross % Increase - **5.06%**

Gross Difference in Dollars \$ 3,377,536

less non-tax revenue - \$ 4,439,019

2022/2023 fund offset 100,588

Net Budget Increase - **\$65,581,738**

or

Net Budget % Increase **4.97%**

Net Difference in Dollars 24/25 \$ 3,105,089

Dr. Carnemolla started with giving the 'Big Picture' of the budget. Salaries and benefits are always the largest part of a budget, and any school district, on average, would have about 80% of their budget be for salaries and benefits. Avon is right on target at 83%.

Tuition has increased as well, especially the Special Education students that are going out of our district for their education. We always try to accommodate the needs of our students in house, but sometimes there are a handful of students that need to go to different facilities because unfortunately we can't suit their needs. Transportation is included in this line as well, as we need to transport these students to the other educational facilities.

Contracted Services is another item that we are asked about. A number of things are included in this line, such as Athletic officials, medical needs of a student, sometimes building and grounds. Anything we contract from the outside. Most of it is for Special Education.

Question was posed by a board member about the percent of the budget that is tuition costs, and is that typical? Dr. Carnemolla answered that it is hard to compare to other school districts as the larger ones may have the ability to have more in house programs for students because the population of students that need these programs is larger. But typically, in the last few years we have seen more and more students come in with greater need and that number does not have the likelihood of going down. Another Board member asked if it would be more cost effective to service our students in house instead of sending them to different schools and paying tuition, and Dr. Carnemolla said it is always our first choice to have the students stay in Avon, and we are fortunate to have an OT, PT and others to service students full time. We would rather spend on Contracted Services to have the student stay in Avon, then send them to outplacements but sometimes it is necessary.

Dr. Carnemolla then went through the large ‘drivers’ of the increased budget (fixed costs):
(Salaries are not within the fixed costs below to show what drives the budget outside of salaries)

Increases:

- Health Insurance: \$938,301
- All Other Benefits: (SS, Disability etc.): \$111,517
- Transportation \$ 76,583
- Software \$188,118
- Special Education \$517,146

Total Fixed Cost Increases- \$1,831,665 or 2.74%

Health Insurance has gone up as the projection is based on actual claims (procedures/doctor visits/Pharmaceutical) and that has risen considerably this past year.

Being self insured, is this the most cost effective way to go with health insurance, was asked by a board member. Ms. Russo answered that every year that insurance is looked at and put out to bid, being self insured is still the most cost effective way to go for Avon tax payers as well as Avon School District employees.

A Board member asked what can be done to bring down health insurance costs and Ms. Susan Russo explained how they always still negotiate the terms of the agreement and educate employees on wellness.

A Board member asked about part time employees getting benefits and Mr. Giannini answered that the part-time certified staff is offered the benefits but the percentage to pay for their portion is different. Part-time non-certified staff are not offered benefits.

A few more clarifying questions were asked about Health Insurance.

Software is technology and educational based. In 2024 much of our lives is technology based so software becomes a larger portion of the budget.

Board member asked if we monitor what software is being used and what is not being used and Ms. Susan Russo answered that the IT department is always monitoring logins and usage of all software to keep the ones we need and get rid of the ones we don't use enough.

Dr. Carnemolla wanted to reiterate that the Special Education number is not staffing, but all the other items like equipment, contracted services and transportation.

A board member questioned if what you project for SPED is always enough and stays that number for the year? Dr. Carnemolla answered we can only project forward with what we have now, and if someone moves into the district that has needs we need to fix line items and find the money to pay for those needs.

A few clarifying questions were posed by the board so they could fully understand the Special Education line item.

Dr. Carnemolla went on to talk about staffing:

Contractual Salary Obligations	\$1,158,172 or 1/74%
Increases in:Gross Wage Increases	
Step movement	
Degree/Lane Changes	
Staffing Additions 23/34 and 24/25	\$582,117 or 0.87%
Social Worker	
Teaching Assistants	
Paraeducators	
PreSchool Teacher	

Board members posed questions to help clarify this segment of the budget. ESY questions were asked about the length of the program and what the program entails.

There are a few savings to the budget as well:

Decreases:

- Utilities (\$128,064)
- Supplies and Equipment: (\$ 21,930)

Board member stated that she doesn't see where we would cut, but are other towns as high for an increase? Dr. Carnemolla answered that we are ahead of many other towns in our budget process, so we are not sure at this point. But at this point, right now, word from colleagues is we are in the range, or lower than many other towns.

An Educational Cost Sharing question was posed, regarding what we are supposed to receive from the state.

Susan Russo answered that the ECS revenue goes directly to the town so it does not come into play in our budget process.

A board member inquired about Unified Sports and other enhancements. Susan Russo answered that Unified Sports is already wrapped into the line items in Athletics and other enhancements are wrapped into the larger line items in the budget (upgrades to the HS auditorium/purchasing of instruments/storage and more).

Professional Development questions were posed to clarify how PD is facilitated and how the number was developed for this line item.

Question posed by a board member regarding shifting the budget numbers if the Science of Reading waiver does not go through and we have to purchase a reading program, Dr. Carnemolla answered that the money projected for the Science of Reading was taken out because we have grant money coming from the Right to Read Act, as well as an Open Choice Grant that we receive that has to be utilized on all students and that is where we can pull money from as well.

Question by a board member about the Choice funds and how the percentage is decided that needs to be spent on just the Open Choice students. The question was answered that it depends on how many choice students we have in Avon, and we get an acceptance fund to be just spent on the Open Choice students.

Ms. Susan Russo and Dr. Carnemolla made more clarifications on Open Choice Grants.

A short discussion ensued about enhancements for the schools in the budget.

A Board member commented that he appreciated the thought and care that went into the budget, and that he agreed that there is nothing that can be taken out of the budget at this point, without it hurting the students.

A Board member asked what is not in the budget that we still need. Dr. Carnemolla answered that another custodian is something that generally keeps getting cut from the budget. Several board members commented that if it doesn't make a huge difference in the overall percentage in the budget maybe it should be added back in. A discussion ensued regarding the topic of the need for a

custodian and a few other needs that did not make it into this budget, like another SRO, another security guard and another Social Worker.

IV. Adjournment

Ms. Deb Chute her appreciation for making all the information available to them and answering their questions. Dr. Carnemolla stressed for any Board member with remaining questions, concerns or ideas to reach out to her prior to the January 16th Board meeting.

Deb Chute moved to adjourn the meeting; Jeffrey Fleischman seconded. At 8:27 pm, the meeting adjourned by unanimous consent.

Minutes prepared by Christine Sardinkas, Board Recording Secretary

Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary



JANUARY 2024

NEW HIRES- CERTIFIED

1/2/2024	Cristantiello, Lucy	TBS	Long Term Sub Grade 5
2/12/2024	Litwin, Elijah	AMS/PGS	Long Term Sub Music Teacher

NEW HIRES-NON CERTIFIED

1/2/2024	Cröse, Hanna	TBS	Para Educator
1/2/2024	Baker, Alena	AMS	Para Educator
1/9/2024	Bonvisuto, Jason	PGS	Interim Custodian
1/11/2024	Mahalingam, Saraniya	RBS	PreK ParaEducator
1/16/2024	Mates, Christopher	AHS	Interim Custodian

RESIGNATIONS

11/3/2023	Luebeck, Keith	PGS	Custodian
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OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Dr. B. Heston Carnemolla • Superintendent

34 SIMSBURY ROAD • AVON • CONNECTICUT • 06001

TEL (860) 404-4700 • FAX (860) 404-4704

bhcarnemolla@avon.k12.ct.us

Enrollment Report January 16, 2024

School	Grade	January 2023	# Sect	Average Class Size	August 2023	September 2023	October 2023	November 2023	December 2023	January 2024	# Sect	Average Class Size
APS Pre-K	Pre-K	64	5	12.8	71	73	72	73	74	75	6	12.50
PGS	K	112	7	16.00	119	126	126	126	126	126	6	21.00
PGS	1	132	6	22.00	114	115	114	117	117	117	6	19.50
PGS	2	137	6	22.83	137	136	134	135	136	137	7	19.57
PGS	3	150	7	21.43	143	142	142	142	142	142	7	20.29
PGS	4	117	5	23.40	146	148	148	146	146	146	7	20.86
Total in School		648			659	667	664	666	667	668		
RBS	K	89	5	17.80	105	104	105	104	104	105	5	21.00
RBS	1	84	4	21.00	89	88	88	88	88	88	5	17.60
RBS	2	92	5	18.40	85	85	85	85	85	85	4	21.25
RBS	3	99	5	19.80	93	96	96	96	96	95	5	19.00
RBS	4	118	6	19.67	98	98	99	99	99	99	5	19.80
Total in School		482			470	471	473	472	472	472		
TBS	5	203	11	18.45	235	235	236	236	237	237	11	21.55
TBS	6	253	12	21.08	201	205	205	206	207	209	10	20.90
Total in School		456			436	440	441	442	444	446		
AMS	7	249			261	260	259	259	258	258		
AMS	8	277			249	251	253	253	253	254		
Total in School		526			510	511	512	512	511	512		
AHS	9	226			259	254	254	254	253	254		
AHS	10	239			220	219	219	218	218	219		
AHS	11	225			241	241	241	240	241	241		
AHS	12	234			231	226	225	224	223	221		
Total in School		924			951	940	939	936	935	935		Difference from 2023
Grand Total		3100			3097	3102	3101	3101	3103	3108		8

121 Choice students are included in enrollment, projection and average class size figures.

29 Outplaced students were not included in enrollment counts.

AVON PUBLIC SCHOOLS 2023-2024 CALENDAR

August – 3 Days					September – 20 Days					October – 18 Days					November – 18 Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
December – 17 Days					January – 19 Days					February – 18 Days					March – 22 Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F
				1	1	2	3	4	5				1	2					1
4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	4	5	6	7	8
11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	11	12	13	14	15
18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	18	19	20	21	22
25	26	27	28	29	29	30	31			26	27	28	29		25	26	27	28	29
April – 14 Days					May – 22 Days					June – 9 Days					180 Instructional Days 185 Staff Days KEY In-service – No School Important School Event Holiday/Vacation – No School Half Day – Early Dismissal				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F					
1	2	3	4	5			1	2	3	3	4	5	6	7					
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14					
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21					
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28					
29	30				27	28	29	30	31	29	30								

Please be aware that this calendar is subject to change if needed due to changes in state or local regulations.
Any unexpected school closings will be made up following the scheduled last day of school.

8/17-18, 21-23	New Staff Orientation – no school
8/24 & 25	Teacher In-service/Teacher Workday
8/28	Teacher Work day
8/29	First Day of School
8/31	PGS & RBS Open House
9/4	Labor Day – no school
9/6	TBS Grade 5 Open House
9/7	TBS Grade 6 Open House
9/14	AMS Grade 7 Open House
9/21	AHS Open House
9/25	Yom Kippur – no school
10/9	Columbus Day – no school
10/18	Half Day - Professional Development
11/7	Professional Development/Election Day – no school
11/9	AMS Half Day/Afternoon & Evening Conferences
1/10	AMS Half Day/Afternoon Conferences
11/16	PGS & RBS Half Day/Afternoon & Evening Conferences
11/17	PGS & RBS Half Day/Afternoon Conferences
11/20	AHS Half Day/Afternoon & Evening Conferences
11/21	AHS Half Day/Afternoon Conferences
11/22-24	Thanksgiving Recess – no school
11/30	TBS Half Day/Afternoon & Evening Conferences
12/1	TBS Half Day/Afternoon Conferences
12/13	Half Day- Professional Development
12/22	Half Day

12/25-1/1/2024	Winter Recess - no school
1/10	Half Day - Professional Development
1/15	Martin Luther King Day - no school
2/19-20	Presidents' Day Recess– no school
2/29	AHS Half Day/Afternoon & Evening Conferences
3/1	AHS Half Day/Afternoon Conferences
3/7	PGS & RBS Half Day/Afternoon & Evening Conferences
3/8	PGS & RBS Half Day/Afternoon Conferences
3/15	Professional Development – no school
3/21	TBS Half Day/Afternoon & Evening Conferences
3/22	TBS Half Day/Afternoon Conferences
3/27	AMS Half Day/Afternoon & Evening Conferences
3/28	AMS Half Day/Afternoon Conferences
3/29	Good Friday– no school
4/8-12	Spring Recess – no School
5/22	Half Day - Professional Development
5/27	Memorial Day - no school
6/7	Tentative Last Day of School - Half Day

BOE	Finance	Policy	C&PP
8/22			
9/26	9/19	9/12	
10/17	10/10		10/24
11/14	11/8 (w)	11/28	
12/19	12/12		
1/16		1/30	
2/27	2/13**		2/13**
3/19	3/12	3/5	
4/30	4/16		
5/14	5/7	5/28	5/21
6/11	6/5(w)		

**2 meetings (Finance at 5:00 p.m and CPP at 6:00)
(W) Wednesday Meeting



AVON PUBLIC SCHOOLS 2024-2025 CALENDAR

August – 4 Days					September – 20 Days					October – 21 Days					November – 16 Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F
			1	2	2	3	4	5	6		1	2	3	4					1
5	6	7	8	9	9	10	11	12	13	7	8	9	10	11	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	14	15	16	17	18	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	21	22	23	24	25	18	19	20	21	22
26	27	28	29	30	30					28	29	30	31		25	26	27	28	29
December – 15 Days					January – 21 Days					February – 18 Days					March – 20 Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F
2	3	4	5	6			1	2	3	3	4	5	6	7	3	4	5	6	7
9	10	11	12	13	6	7	8	9	10	10	11	12	13	14	10	11	12	13	14
16	17	18	19	20	13	14	15	16	17	17	18	19	20	21	17	18	19	20	21
23	24	25	26	27	20	21	22	23	24	24	25	26	27	28	24	25	26	27	28
30	31				27	28	29	30	31						31				
April – 17 Days					May – 21 Days					June – 7 Days					180 Instructional Days 185 Staff Days				
M	T	W	Th	F	M	T	W	Th	F	M	T	W	Th	F					
	1	2	3	4				1	2	2	3	4	5	6					
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13					
14	15	16	17	18	12	13	14	15	16	16	17	18	19	20					
21	22	23	24	25	19	20	21	22	23	23	24	25	26	27					
28	29	30			26	27	28	29	30	30									
															KEY				
															In-service – No School				
															Important School Event				
															Holiday/Vacation – No School				
															Half Day – Early Dismissal				

*Please be aware that this calendar is subject to change if needed due to changes in state or local regulations.
Any unexpected school closings will be made up following the scheduled last day of school.*

8/15-16, 19-21	New Staff Orientation	12/5	TBS Half Day/Afternoon & Evening Conferences
8/22 & 23	Professional Development	12/6	TBS Half Day/Afternoon Conferences
8/26	Teacher Work Day	12/11	Half Day- Professional Development
8/27	First Day of School	12/20	Half Day
8/29	PGS & RBS Open House	12/23-1/1	Winter Recess – no school
9/2	Labor Day – no school	1/8	Half Day-Professional Development
9/11	TBS Grade 5 Open House	1/20	Martin Luther King Day – no school
9/12	TBS Grade 6 Open House	2/17-18	Presidents’ Day Recess– no school
9/19	AMS Grade 7 & 8 Open House	2/27	AHS Half Day/Afternoon & Evening Conferences
9/26	AHS Open House	2/28	AHS Half Day/Afternoon Conferences
10/3	Rosh Hashanah – no school	3/6	PGS & RBS Half Day/Afternoon & Evening Conferences
10/14	Columbus Day – no school	3/7	PGS & RBS Half Day/Afternoon Conferences
10/16	Half Day- Professional Development	3/21	Professional Development – no school
11/1	Diwali - no school	3/13	TBS Half Day/Afternoon & Evening Conferences
11/5	Professional Development/Election Day – no school	3/14	TBS Half Day/Afternoon Conferences
11/7	AMS Half Day/Afternoon & Evening Conferences	3/27	AMS Half Day/Afternoon & Evening Conferences
11/8	AMS Half Day/Afternoon Conferences	3/28	AMS Half Day/Afternoon Conferences
11/4	PGS & RBS Half Day/Afternoon & Evening Conferences	4/14-4/17	Spring Recess - no school
11/15	PGS & RBS Half Day/Afternoon Conferences	4/18	Good Friday– no school
11/25	AHS Half Day/Afternoon & Evening Conferences	5/21	Half Day-Professional Development
11/26	AHS Half Day/Afternoon Conferences	5/26	Memorial Day – no school
11/27-29	Thanksgiving Recess – no school	6/10	Tentative Last Day of School – half day

FACILITY	ADDRESS	PHONE	HOURS	ADMINISTRATOR
Avon Board of Education	34 Simsbury Road	860-404-4700	7:30-4:00	Dr. Bridget Carnemolla, Superintendent
Avon High School	510 West Avon Road	860-404-4740	7:40-2:15	Dr. Stephanie Lockhart, Principal
Avon Middle School	375 West Avon Road	860-404-4770	8:10-2:45	Kristina Wallace, Principal
Thompson Brook School	150 Thompson Road	860-404-4870	8:10-2:45	Noam Sturm, Principal
Pine Grove School	151 Scoville Road	860-404-4790	8:50-3:25	Amy Borio, Principal
Roaring Brook School	30 Old Wheeler Lane	860-404-4810	8:50-3:25	Susan Horvath, Principal
Avon Public School Pre-K	30 Old Wheeler Lane	860-404-4710	9:00-3:00	Tiffany Fox, Director of Pupil Services