



Regional School District #4
Chester – Deep River – Essex – Region 4
Regional School District No. 4 Board of Education

Via Google Meet
Dial +1 (337) 548-0002
PIN: 602 723 398#
Nov. 05, 2020 @ **7:00 p.m.**
REVISED

Agenda

To: Members of the Regional School District No. 4 Board of Education
Subject: **Region 4 BOE Regular Meeting – Thursday, November 05, 2020**
Time: **7:00 p.m.**

Place: **Via Google Meet – To listen remotely please dial (US)+1 (337) 548-0002 PIN: 602 723 398#**
(We kindly ask that you **please mute your phone immediately** upon connecting to the meeting as this will improve the audio quality for all participants. Google Meet may do this automatically, depending on the number of people already connected to the call. If so, pressing *6 will unmute your phone when it's time to speak)

Please contact Jennifer Bryan at Central Office email jbryan@reg4.k12.ct.us if you are unable to attend.

Mission Statement

We, the communities of Chester, Deep River, Essex and Region 4,
engage all students in a rigorous and collaborative educational program. We prepare our learners to be respectful citizens who are
empowered to contribute in a globalized society.

AGENDA

- 1. Call to order**
- 2. Verbal roll call for BOE members**
- 3. Election of Officers** for 1 yr. terms – Supt. White shall open the floor for nominations for the office of chairman

The newly elected Chair shall open the floor for nominations for the following offices:

Vice-Chairman

Secretary

Treasurer

Committee Appointments by Chair (Any Standing Comm.; Joint BOE Curriculum, Finance, Policy; Negotiations, etc...)

- 4. Public Comment.** *(In the interest of creating the best remote meeting experience for all participating parties, we would ask that you please keep your phone on mute until such time when the Chair calls for Public Comment. Please continue to keep your phone on mute unless you are requesting to be recognized by the Chair to make a comment. Once you have been recognized by the Chair to make your comment, the following standard public comment guidelines will still apply):* **PLEASE NOTE: Upon dialing in, Google Meet may have shared a message that your phone has been automatically muted due to the number of callers on the line and instructed you to press *6 if you would like to unmute your phone. When you are done speaking, please remember to press *6 (or your phone's mute button) again to reduce background noise.**

The public is reminded to state name for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Board to hear citizen comment related to educational matters

- 5. Consent Agenda**

5.1 Minutes from the special meeting of October 01, 2020 (encl #1)

5.2 Accounts Payable Report (encl #2)

6. Reports and Other Items

6.1 Region 4 Student Representatives

- a. Middle School Representatives (none this evening)
- b. VRHS Seniors: Libby Cap and Henry McPherson

6.2 Superintendent’s Report – *B. White*

- a. District Update
- b. Information and Communication
- c. Possible VOTE to accept donation of clothing items (including tuxedos, shirts, shoes and accessories) to the Valley Regional Musical Production (VRMP) from Colin’s Tux Shop located in Old Saybrook, for use as wardrobe pieces in future VRMP productions.
- d. Possible VOTE to accept donation of Trac 7600 Pro Treadmill, valued at \$3,699, from Brian Purdy for use by students in the VRHS fitness center.

6.3 Assistant Superintendent’s Report – *K. Martineau*

- a. General update
- b. Grants update (*encl #3*)
- c. Presentation of 2018-19 Performance Profile Report for JWMS, VRHS & Region 4 (*encl #4*)
- d. Update and Recommendations regarding VRHS Transcript and revised School Profile (*encl #5*)

6.4 Finance Office Report – *K. Sterner*

- a. Financial Status Updates
 - o Current Year to Date Financial Status Update (*encl #6*)
 - o Cafeteria Fund Update (*encl #7*)
 - o Medical Reserve Tracking (*encl #8*)
- b. Update on Action Plan for 2018-19 audit (*encl #9*)
- c. Update on EAP (*encl #10*)
- d. ADM Calculation methodology (*encl #11*)

6.5 Principals’ Reports (*as needed*)

No reports this evening

6.6 Presentation of Region 4 Fields and Grounds Study and next steps – *Michael Kluchman, BSC Group*

7. Committee Reports

7.1 Committee reports. (*Chair or designated representative of each Comm.*)

Joint PK-12 Committees – Policy- *TBD*, Curriculum –*J. Stack*, Finance – *R. Daniels*

Finance	Policy	Curriculum
Cancelled – combined w/ Policy for Task Force work Jan. 27, 2020	Cancelled – combined w/ Policy for Task Force work Jan. 27, 2020	Jan.16, 2020
Cancelled - COVID Mar. 16, 2020	Cancelled - COVID Mar. 16, 2020	Cancelled - COVID Mar. 12, 2020
Cancelled - COVID May 18, 2020	Cancelled - COVID May 18, 2020	Cancelled - COVID May 14, 2020
Cancelled - COVID Sept. 21, 2020	Cancelled - COVID Sept. 21, 2020	TBD
Cancelled - COVID Nov. 16, 2020	Cancelled - COVID Nov. 16, 2020	TBD

- a. Other committee reports

a.1 Supervision District Committee update – *K. Sandmann, J. Cavanaugh, J. Stack*

a.2 Second Reading and possible VOTE to approve the following Region 4 Only Policies

➤ Bylaw #9126 Treasurer (*encl #12*)

a.3 Discussion regarding any pending policies for all BOEs – standing item
None pending

8. Public Comment. *(In the interest of creating the best remote meeting experience for all participating parties, we would ask that you please keep your phone on mute until such time when the Chair calls for Public Comment. Please continue to keep your phone on mute unless you are requesting to be recognized by the Chair to make a comment. Once you have been recognized by the Chair to make your comment, the following standard public comment guidelines will still apply): PLEASE NOTE: Upon dialing in, Google Meet may have shared a message that your phone has been automatically muted due to the number of callers on the line and instructed you to press *6 if you would like to unmute your phone. When you are done speaking, please remember to press *6 (or your phone's mute button) again to reduce background noise.*

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9. Future Agenda Items and Call for New Agenda Items

9.1 Joint BOE Regular Meeting Dec. 03, 2020 @ 7:00 p.m.

9.2 Region 4 BOE Regular Meeting proposed Jan. 07, 2021 @ 7:00 p.m. (If proposed calendar approved by Joint BOE on Dec. 3)

10. Adjournment



Regional School District 4
Chester – Deep River – Essex – Region 4
Boards of Education Committees – School Year 2020-21 (Updates in Progress)

Joint BOE Standing Committees (standing committees have regularly scheduled meetings)			
*Joint PK-12 Policy Sub-Committee	R4(Sandmann/Clymas) CH(Bernardoni/Scherber) DR(TBD/Campbell) ES (Seidman/McCluskey)		
*Joint PK-12 Curriculum Sub-Comm.	R4(Cavanaugh/Stack) CH(Bibbiani/Fearon) DR(T.Dickson/Grunko) ES(Johnston/Sweet)		
*Joint PK-12 Finance Sub-Committee	R4 (Clark/Daniels; Stack Alt.) CH (Pollock/Englert) DR (Hallden/Lewis/Maikowski Alt.) ES (Fitton/Watson)		
Supervision District Committee (2 yr terms end in Nov. of the year listed after each name)	R4 (Sandmann 21 / Cavanaugh 21 / Stack 21) CH (Fearon 21 / Fitzgibbons 21 / Englert 21) DR (Weglarz 21 / Ferretti 21 / Morrissey 21) ES (Fitton 21 / McCluskey 21 / Seidman 21)		
Joint Ad Hoc Committees (ad hoc committees meet for a designated period or as needed)			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
- Joint BOE Teacher negotiations	R4 (Daniels/Clymas/Fitton.) CH (TBD/Englert Alt.) DR (Morrissey/Weglarz Alt.) ES (Fitton/Watson)	Expires 7/2022	6/2021
- Joint BOE Administrator negotiations	Same as ABOVE for Teacher negotiations	Expires 7/2023	9/2022
- Joint BOE Paraeducator negotiations	Same as BELOW for Net Tech et al.	Expires 7/2020	3/2020
- Joint BOE NetTechs et al negotiations (ElemSec/Elem Nurses/ElemNetTech/R4NetTEch/ElemCustodians)	R4 (Daniels/Clymas/Fitton) CH (Fitzgibbons, TBD) DR (Campbell/Ferretti Alt.) ES (Fitton/Watson)	Expires 7/2021	3/2021
- Cafeteria (all schools)		Expires 7/2020	3/2020
Public Relations & Community Outreach	R4(TBD/TBD), CH (Bibbiani), ES (Seidman), DR (Weglarz/TBD)		
Technology	R4(TBD), CH(Englert), ES (Seidman), DR (TBD)		
School Calendar	R4(TBD/Daniels), CH (Englert), ES (McCluskey), DR (Weglarz)		
LEARN Joint BOE representative(s)	R4(TBD; Cavanaugh Alt.), CH(Bernardoni), ES(TBD), DR(TBD)		
School Security Advisory Committee	R4(Fitton/Weglarz/Cavanaugh), CH(Greenberg-Ellis/Bibbiani), DR(Weglarz), ES(Fitton)		
Tuition Committee	R4(TBD), CH (TBD), DR (Morrissey), ES (McCluskey/Seidman Alt.)		
RFP Transportation Bid Review	R4(Clymas/Daniels/Fitton), CH (Englert), DR (Weglarz), ES (Seidman/Fitton)		
RFP Legal Bid Review	R4(Clymas/Daniels/Fitton), CH (Bibbiani), DR (Weglarz), ES (Seidman/Fitton)		
Wellness Committee (Food Services)	R4(TBD), CH (Scherber), DR(Weglarz), ES(TBD)		
Individual BOE Ad Hoc Committees (ad hoc committees meet for a designated period or as needed)			
<u>Chester BOE</u>			
Facilities	Englert		
Internal Marketing	TBD		
PTO	Greenberg-Ellis		
CATV Advisory Council (Cable TV)	For Discussion		
<u>Deep River BOE</u>			
Facilities	Morrissey/Ferretti		
PTO	rotating		
School Improvement Team	Weglarz		
CATV Advisory Council (Cable TV)	TBD		
<u>Essex BOE</u>			
Building	Seidman		
PTO	Rotating		
School Improvement Team	TBD		
Essex Foundation	McCluskey / Fitton		
Communications	Rotating		
CATV Advisory Council (Cable TV)	Fitton		
<u>Region 4 BOE</u>			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
▪ R4 Secretaries/Nurses	Clymas/Daniels/Fitton	Expires 7/2020	3/2020
▪ R4 Custodians	Clymas/Daniels/Fitton	Expires 7/2021	3/2021
R4 Audit & Finance	TBD/TBD		
R4 Financial Task Force	Sandmann/Clark/Daniels/Clymas		
School Improvement Team	TBD/TBD/TBD		
R4 Grounds and Buildings Maintenance and Oversight Committee	Sandmann/Weglarz/TBD		
R4 Building Committee	TBD/TBD		
R4 Educational Foundation	TBD		
Region 4 Extra compensation points committee	Clymas/Fitton/Daniels (only 1 rep needed)		
Public Relations & Outreach	TBD		
R4 Safety	TBD		
R4 Facilities Study Committee	TBD		

REGIONAL SCHOOL DISTRICT NO. 4 BOARD OF EDUCATION

Welcome to tonight's meeting of the Regional 4 Board of Education. We appreciate your interest and attendance.

WHO WE ARE:

We are fellow residents of Chester, Deep River and Essex, elected by the communities to serve 6-year terms without compensation. (one from each town, each biennial election)

Rob Bibbiani (CH) (appt 'til 2021 of term) 2023

John Stack (CH) 2025

Lori Ann Clymas (CH) 2021

Rick Daniels (DR) Secretary 2023

Jane Cavanaugh (DR) Vice-Chair 2025

Paula Weglarz (DR) (appt 'til 2021 term end) 2021

Kate Sandmann Chair (ES) 2023

DG Fitton Treasurer (ES) 2025

Jennifer Clark (ES) 2021

Our contact information is listed on the District web site: www.reg4.k12.ct.us Our annual goals are also listed.

We are assisted in the meeting by our school administration:

Brian J. White, Superintendent of Schools

Kristina Martineau, Ed.D., Assistant Superintendent of Schools

Sarah Smalley, Director of Pupil Services

Kelly Sterner, Finance Director

Michael Barile, Principal, VRHS

Matthew Espinosa, Principal, JWMS

And our student representatives:

Senior Student Representative: Libby Cap

Senior Student Representative: Henry McPherson

Our board clerk is **Jennifer Bryan**

HOW YOU CAN CONTRIBUTE AND PARTICIPATE:

We typically have two "Audiences of Citizens" during the meeting. During this part of the meeting, you can make comments, suggestions and ask questions. We ask you to limit comments to 3 minutes. If you share a common topic with others, we encourage the use of a single spokesperson for the group. As the intention of the audience of citizens is for the Board to listen to you, the Board may not respond immediately since we may not have discussed or taken a position on the topic...please don't take this as a sign of disinterest. Our standard of courtesy and respect for the opinions of others is the same as the one expected of our students.

We encourage written input to the Board to include suggestions on future agenda items. Upon request, letters can be read at the meeting as long as they focus on issues or policies and not people.

While we value your input, please know the Board of Education meeting is a "Meeting in Public" and not a "Public Meeting." We appreciate your helping us accomplish our agenda in a time effective manner.

REGULAR MEETINGS:

Our regular meetings are normally held on the first Thursday of every other month, September through June. In addition we participate in meetings of the Joint Board of Education Committee every other month along with the Boards of Education of Chester, Deep River and Essex. Regular Meeting Agendas and Special Meeting Agendas are posted in each of the Town Halls and on the school website (www.reg4.k12.ct.us).

EXECUTIVE SESSION:

The Board may occasionally meet in "Executive Session." This closed-door meeting is for discussing items of a sensitive nature, such as personnel issues or negotiation strategy.

SPECIAL MEETINGS:

Special meetings may be called with a minimum of 24 hours advanced notice, to discuss specific items.

We appreciate your attendance this evening and invite your continued interest on behalf of the students and residents of Region 4.

F.O.I. Compliance – Subject to BOE approval

REGION 4 BOARD OF EDUCATION

Date: October 01, 2020

Special Meeting – REMOTE MEETING held

(To view a recording of this meeting, please visit our website www.reg4.k12.ct.us and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)

Attendance:	<u>Region 4 BOE</u>	√	<u>Administration:</u>	√	<u>Other:</u>
(√ = attended)	Kate Sandmann	√	Brian White	√	
	John Stack	√	Kristina Martineau	√	
	Lori Ann Clymas	√	Sarah Smalley	√	
	Jane Cavanaugh	√	Michael Barile	√	
	Rick Daniels	√	Matt Espinosa	√	
	Paula Weglarz	√	Kelly Sterner	√	
	DG Fitton	√			
	Jennifer Clark				
	Vacancy				

Call To Order: 7:00 p.m.

Items / Discussion

Consent Agenda

On motion duly made and seconded, the Board unanimously VOTED to approve the consent agenda consisting of the minutes from the special meetings of June 16, June 22, August 04, August 10, and August 18th, 2020 and the accounts payable report.

Superintendent’s Report

Superintendent Brian White shared an update with the Board including the following:

- We were able to smoothly bring closure to the Insurance Withdrawal Agreement with the towns of Deep River and Essex.
- Our Grab and Go Meals program will be continued through the end of the calendar year.
- We have three contracts that had negotiations placed on hold during the initial school closure last March. Those have all been re-started with very positive dialogues, and he expects to be able to share a resolution with the boards in the near future.
- The Supervision District approved a 10-year demographic study be done by NESDEC which will affect all schools. NESDEC will be scheduled to share a presentation, likely to the Joint BOE, that will include 10 year enrollment projections and details on the next school year.
- Administration worked closely with the Deep River Town Hall on the question of a possible tax lien issued on the Region 4 owned “Mislick property”. He can now confirm that there is no tax lien on the Mislick Property.

- The District has begun to take steps to address the removal of any Native American imagery related to the former mascot at the Board's direction. Images on outdoor areas will be removed throughout the fall. Some images located at indoor locations will wait to be addressed over the winter break so that it's not disruptive to the educational process.
- Superintendent White reaffirmed his commitment to form a multi-stakeholder athletic committee in response to a variety of questions related to athletics (including the District's participation in athletic co-ops), that came up during the context of budget discussions, and beyond, last year. He plans to initiate this work a little later in the fall after our doors have opened to full, in-person learning.
- He shared a general facilities update including storm damage incurred to building systems and property during Tropical Storm Isaias. Ms. Sterner will share more details on this during her Finance Office report.
- As previously mentioned to the Board, there was an energy audit done prior to his arrival in district. There is a report that has been generated and he will be scheduling time for the vendor who completed this audit to present their methodology, findings, and recommendations to the Region 4 Board.
- In June the Board approved an architectural firm to go forward with some conceptual design work for the potential JWMS entry project. Several meetings were held over the summer regarding that work and the firm has now completed several design options. He will be asking the Board to set up a building committee to review these proposals and make a presentation on the various options and their recommendations to the full Region 4 Board.
- Other Board approved work that has occurred over the summer, includes the Region 4 Grounds Survey to evaluate the overall condition of our athletics facilities at both Valley and John Winthrop, as well as studying the need and/or feasibility of possible future development of the Region 4 owned "Mislick Property" for athletic purposes. This will be informative work as we head into the next budget season. He looks forward to sharing the outcome of this work at a future meeting.
- The administration, as mentioned during previous meetings, has committed to the creation of a K-12 District Equity Committee and has been working diligently towards that. Once our schools fully reopen their doors he will be moving forward with that work and later this fall he anticipates sharing with all of the boards what he expects that work to entail and how it will proceed this year.
- At the November regular meeting Principal Barile will be introducing the new Student BOE Representatives to the Board.

Finance Office Report

Finance Director Kelly Sterner reviewed board enclosures #7 - #14 in detail. She answered questions from Board members.

Possible Action Items

There was a discussion regarding the request to approve the transfer of current year funds in the amount of \$39,360 as presented in enclosure #15.

On motion duly made and seconded, the Board unanimously VOTED to approve the transfer of current year funds in the amount of \$39,360 as presented in enclosure #15.

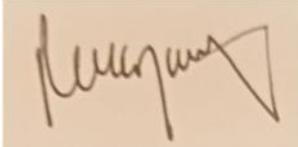
Based on the Finance Director's earlier review of enclosure #8 there was a discussion regarding the request to transfer unexpended 2019-20 funds in the amount of \$220,000 to address the current deficit in the Region 4 Cafeteria Fund.

On motion duly made and seconded, the Board unanimously VOTED to approve the request to transfer unexpended 2019-20 funds in the amount of \$220,000 as presented in enclosure #8.

Public Comment: No comments were made

ADJOURNMENT: On motion duly made and seconded, the Board unanimously VOTED to adjourn at approx. 7:42 p.m.

Respectfully submitted,

A handwritten signature in black ink on a light brown background. The signature is cursive and appears to read "Rick Daniels".

Rick Daniels, Secretary
Regional District #4 Board of Education

Encl #15 part of minutes from last mtg

**Region 4 Board of Education
FY 2020-2021**

Transfer Request Paraeducator salary

FROM

Account #	Object	Description	Amount	Account #	Object	Description	Amount
4212705	5561	OOD Tuition	\$ 39,360	4212151	5119	Para Salary	\$25,508
				4212151	5223	FICA/Medicare	\$1,946
				4220011	5210	Health Insurance	\$11,906
		Total	\$ 39,360			Total	\$39,360

To provide funding for hire of paraeducator for a student returning from an OOD Placement

Encl #8

part of minutes
from last mtg

REGIONAL SCHOOL DISTRICT NO. 4
CHESTER • DEEP RIVER • ESSEX



Brian J. White
Superintendent of Schools
bwhite@reg4.k12.ct.us

Sarah Smalley
Director of Pupil Services
ssmalley@reg4.k12.ct.us

Kristina Martineau, Ed.D.
Assistant Superintendent of Schools
kmartineau@reg4.k12.ct.us

Kelly Sterner
Finance Director
ksterner@reg4.k12.ct.us

July 28, 2020

To: Brian White, Superintendent of Schools

From: Kelly Sterner, Finance Director 

RE: Region 4 Cafeteria Fund fiscal year end results

Attachment 1 is the revenue and expenditure report for the Region 4 (Valley and JWMS) cafeterias for the fiscal year July 1, 2019 through June 30, 2020. The net result for the year was a deficit of \$54,247. There are a number of items contributing to the deficit. These include:

- Fixed pricing for meals below breakeven level
- Level of support from Region 4 operating fund
- Closure of schools in March halted café food sales revenue

The deficit has been funded through a decrease in cash balances, increased accounts payable, but primarily by an increase in the amount that the café fund owes the Region 4 operating fund (aka the Due To/Due From accounts). Fiscal year end cash balances of \$249,046 in the café fund will be used for the inventory purchases for the start of school in the Fall. Additionally, a portion could be used for a partial pay down of the Due To/Due From deficit. The cumulative balance due from the café fund to the Region 4 operating fund as of June 30th totalled \$366,328.51.

For fiscal year 2020-2021, the cafeteria staff salaries and fringes have been shifted to the Region 4 budget and appropriately funded. This should alleviate the growing deficit in the fund particularly when food sales resume. This may provide the opportunity to reimburse the deficit over time. An alternative solution that the Board of Education could consider would be a supplemental appropriation for fiscal year 2019-2020 to partially offset the balance due.

Reg 4 2019-2020

Attachment 1

Object	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total
Eligible Students - Free	0	146	137	139	139	138	138	141	142	142	142	142	1,408
Eligible - Reduced	0	43	32	32	32	32	30	30	29	29	29	29	315
Eligible - Full Pay	0	651	672	671	671	670	670	671	672	672	672	672	6,693
Total Enrollment	0	840	841	841	842	841	838	842	843	843	843	843	8,416
Breakfast - Free meals served	0	304	401	43	54	176	357	300	270	0	0	0	2,017
Breakfast - Reduced meals served	0	23	43	43	54	37	52	42	65	0	0	0	278
Breakfast - Full Pay meals served	0	84	199	171	171	90	236	146	65	0	0	0	991
Lunch - Free meals served	0	1,538	1,646	1,386	1,295	834	1,295	1,335	703	0	0	0	8,737
Lunch - Reduced meals served	0	445	391	335	335	214	297	261	135	0	0	0	2,078
Lunch - Full Pay meals served	0	3,959	4,465	3,941	3,941	2,493	3,788	3,597	1,873	0	0	0	24,116
Total Meal Count	0	6,353	7,145	6,216	3,844	6,005	5,681	2,973	0	0	0	0	38,217
4090 Miscellaneous Income	\$ -	\$ -	\$ -	\$ 55	\$ 29	\$ 32	\$ 1,128	\$ 76	\$ -	\$ 2,188	\$ 325	\$ 104	\$ 3,936
4160 Café Lunch Cash Sales	\$ -	\$ 5,001	\$ 22,197	\$ 19,711	\$ 18,319	\$ 13,138	\$ 20,181	\$ 9,938	\$ 12,166	\$ 645	\$ 919	\$ 844	\$ 123,059
4360 State & Fed Grants - Claims breakfast	\$ -	\$ -	\$ 621	\$ 866	\$ 741	\$ 409	\$ 773	\$ 665	\$ 375	\$ -	\$ -	\$ -	\$ 4,450
4360 State & Fed Grants - Claims lunch	\$ -	\$ -	\$ 7,852	\$ 8,219	\$ 6,996	\$ 4,286	\$ 6,522	\$ 6,493	\$ 3,403	\$ -	\$ -	\$ -	\$ 43,770
4360 State & Fed Grants - 6 Cent	\$ -	\$ -	\$ 416	\$ 455	\$ 396	\$ 248	\$ 377	\$ 364	\$ 190	\$ -	\$ -	\$ -	\$ 2,446
4360 State & Fed Grants - Healthy Foods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,820	\$ -	\$ -	\$ 2,153	\$ -	\$ -	\$ 4,973
4360 State & Fed Grants - CN State Match	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,290	\$ -	\$ -	\$ 660	\$ 660	\$ -	\$ -	\$ 2,610
4360 State & Fed Grants - State School Breakfast	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,867
4361 USDA commodities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4890 Transfer In	\$ -	\$ 5,001	\$ 31,085	\$ 132,172	\$ 26,482	\$ 19,402	\$ 31,801	\$ 17,536	\$ 16,794	\$ 5,646	\$ 1,245	\$ 948	\$ 288,110
Total Revenue	\$ -	\$ 5,001	\$ 31,085	\$ 132,172	\$ 26,482	\$ 19,402	\$ 31,801	\$ 17,536	\$ 16,794	\$ 5,646	\$ 1,245	\$ 948	\$ 288,110
5111 Administrator Salary	\$ 3,130	\$ 731	\$ 3,191	\$ 1,462	\$ 1,462	\$ 2,340	\$ 2,340	\$ 3,510	\$ 2,340	\$ 2,340	\$ 2,340	\$ 2,340	\$ 26,734
5114 Secretary Salary	\$ 1,173	\$ -	\$ 28	\$ 794	\$ 637	\$ 1,199	\$ 1,019	\$ 1,379	\$ 1,077	\$ 950	\$ 950	\$ 950	\$ 10,064
5118 Food Service Salary	\$ 145,630	\$ -	\$ 12,064	\$ 12,485	\$ 14,709	\$ 12,350	\$ 15,322	\$ 12,763	\$ 12,479	\$ 10,212	\$ 10,212	\$ 10,212	\$ 122,807
5124 Sub Sec'y Café	\$ 4,000	\$ -	\$ 108	\$ 47	\$ 50	\$ 41	\$ 327	\$ 73	\$ 757	\$ 1,286	\$ 1,286	\$ 1,286	\$ 5,261
5138 OT Cafeteria Salary	\$ 2,000	\$ -	\$ 3,326	\$ 152	\$ 103	\$ 215	\$ 135	\$ 178	\$ 79	\$ 647	\$ -	\$ -	\$ 5,527
Total Salaries	\$ 194,696	\$ 731	\$ 3,219	\$ 17,754	\$ 14,783	\$ 18,401	\$ 15,965	\$ 20,672	\$ 16,434	\$ 16,732	\$ 15,435	\$ 14,787	\$ 170,393
5210 Health Insurance	\$ 4,291	\$ -	\$ 956	\$ 3,897	\$ 4,471	\$ 4,471	\$ 4,471	\$ 4,470	\$ 4,471	\$ 4,471	\$ 4,471	\$ 4,471	\$ 40,617
5214 Life Insurance	\$ 500	\$ -	\$ 13	\$ 16	\$ 22	\$ 22	\$ 22	\$ 22	\$ 26	\$ 29	\$ 29	\$ 29	\$ 230
5222 MERF	\$ 29,473	\$ 201	\$ 305	\$ 2,423	\$ 2,520	\$ 2,186	\$ 2,793	\$ 2,250	\$ 2,292	\$ 2,119	\$ 2,030	\$ 2,125	\$ 23,268
5223 Fical/Medicare	\$ 14,894	\$ 109	\$ 167	\$ 1,303	\$ 1,056	\$ 1,320	\$ 1,138	\$ 1,412	\$ 1,170	\$ 1,189	\$ 1,044	\$ 1,097	\$ 12,097
Total Benefits	\$ 87,784	\$ 310	\$ 472	\$ 4,695	\$ 6,992	\$ 8,332	\$ 7,818	\$ 8,698	\$ 7,913	\$ 7,978	\$ 7,712	\$ 7,573	\$ 76,213
Total Salary & Benefit Cost	\$ 282,480	\$ 1,041	\$ 3,691	\$ 22,449	\$ 21,775	\$ 26,733	\$ 23,783	\$ 29,370	\$ 24,347	\$ 24,709	\$ 23,146	\$ 22,361	\$ 232,201
5430 Repairs & Maintenance	\$ 3,500	\$ -	\$ -	\$ 777	\$ 804	\$ -	\$ 397	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,978
5600 All - General Supplies	\$ 15,980	\$ -	\$ 336	\$ 855	\$ 2,877	\$ 521	\$ 1,056	\$ 1,819	\$ 381	\$ 6,447	\$ (3,595)	\$ -	\$ 10,697
5601 USDA Donations	\$ 16,800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5610 General Supplies	\$ 129,080	\$ -	\$ 7,058	\$ 12,142	\$ 13,070	\$ 9,158	\$ 7,988	\$ 9,673	\$ 9,622	\$ 8,860	\$ -	\$ -	\$ 108
5800 All - Other Misc. Expense	\$ 240	\$ -	\$ 1,849	\$ 708	\$ 584	\$ 252	\$ 155	\$ 647	\$ 176	\$ 304	\$ 22	\$ -	\$ 700
5890 Other Objects-Dues & Fees	\$ 3,204	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Product Cost	\$ 168,804	\$ -	\$ 9,242	\$ 14,482	\$ 17,335	\$ 9,930	\$ 9,199	\$ 12,537	\$ 10,179	\$ 15,611	\$ (3,573)	\$ -	\$ 808
Total Product Salary & Benefit Costs	\$ 1,041	\$ 12,934	\$ 36,931	\$ 39,110	\$ 36,663	\$ 32,981	\$ 41,907	\$ 34,526	\$ 40,321	\$ 19,573	\$ 22,361	\$ 24,009	\$ 342,357
Profit (Loss)	\$ (1,041)	\$ (7,933)	\$ (5,846)	\$ 93,061	\$ (10,182)	\$ (13,579)	\$ (10,106)	\$ (16,989)	\$ (23,527)	\$ (13,927)	\$ (21,116)	\$ (23,061)	\$ (54,247)
Operating Days	2	19	21	18	15	21	16	21	15	19	13	180	
Lunch Participation	0.0%	37.2%	2.6%	36.8%	37.4%	28.1%	30.6%	38.5%	15.3%	0.0%	0.0%	0.0%	#REF!
Breakfast Participation	#DIV/0!	2.28	2.43	1.60	2.39	2.09	1.79	5.25	8.31	#DIV/0!	#DIV/0!	#DIV/0!	0.2%
Meals Product Cost	#DIV/0!	3.53	3.05	4.30	6.19	4.89	4.29	8.31	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
Labor/Meal	#DIV/0!	5.81	5.47	5.90	8.58	6.98	6.08	13.56	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
unpaid lunch balances - monthly value	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (8,069)	\$ (9,555)	\$ 19,080	\$ -	\$ -	\$ -	\$ -	\$ 228,425
lunch account balances- monthly value	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Month End Checking Account Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

notes

**Region 4 Board of Education
FY 2019-2020**

Transfer Request Cafeteria fye deficit

FROM

Account #	Object	Description	Amount	Account #	Object	Description	Amount
various	5330	Salaries - Extra Curricular	\$ 81,000	4031000	5930	Food Service/Cafeteria Salaries	\$220,000
4212153	5330	Other Professional Services	\$ 24,900				
4111162 & 4211162	5250	Unemployment Comp	\$ 50,300				
4226004	5412	Electricity	\$ 21,700				
4111162 & 4211162	5260	Workers Comp	\$ 22,100				
4212153	5330	Other Professional Services	\$ 20,000				
		Total	\$ 220,000			Total	\$220,000

Funding necessary to reduce the Due From deficit between R4 operating budget and the R4 school lunch fund for fy 2019-2020

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REGIONAL SCHOOL DIST # 4
AP CHECK RECONCILIATION REGISTER

P 1
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FOR CASH ACCOUNT: 4000 1040

FOR: All Except Stale

CHECK #	CHECK DATE	TYPE	VENDOR NAME	UNCLEARED	CLEARED	BATCH	CLEAR DATE
44604	10/02/2020	PRINTED	002467 ALLSTON SUPPLY CO INC	1,340.00			
44605	10/02/2020	PRINTED	004966 MELIORA ACADEMY, INC	5,145.00			
44606	10/02/2020	PRINTED	005848 BANK OF NEW YORK MELLON	24,625.00			
44607	10/02/2020	PRINTED	005835 CITIZENS BANK - HEALTH B	238,405.00			
44608	10/02/2020	PRINTED	007678 EXXONMOBIL	79.70			
44609	10/02/2020	PRINTED	006678 FRONTIER	210.81			
44610	10/02/2020	PRINTED	002754 PROFESSIONAL FIELD CARE	10,142.50			
44611	10/02/2020	PRINTED	002518 TREASURER SUPERVISION DIS	188,115.25			
44612	10/02/2020	PRINTED	008155 WILLIAMS SCOTSMAN, INC.	432.60			
44613	10/02/2020	PRINTED	002539 ALL WASTE, INC.	1,424.92			
44614	10/02/2020	PRINTED	002836 SYNCB/AMAZON	599.73			
44615	10/02/2020	PRINTED	008145 BOOM LEARNING	70.00			
44616	10/02/2020	PRINTED	006877 DOGHOUSE PIANOS	160.00			
44617	10/02/2020	PRINTED	004739 GALE CENGAGE LEARNING	1,822.13			
44618	10/02/2020	PRINTED	007303 LIPIN DIETZ, ASSOCIATES,	75.00			
44619	10/02/2020	PRINTED	008000 PETTY CASH- CINDY SADLOWS	70.00			
44620	10/02/2020	PRINTED	008140 REMINDERBAND	180.00			
44621	10/02/2020	PRINTED	008024 RIVERSIDE INSIGHTS	299.95			
44622	10/02/2020	PRINTED	008131 SCHOOL DATEBOOKS	1,508.83			
44623	10/05/2020	PRINTED	002539 ALL WASTE, INC.	999.43			
44624	10/05/2020	PRINTED	007350 B.E. PUBLISHING	2,141.52			
44625	10/05/2020	PRINTED	006281 CENGAGE LEARNING	417.45			
44626	10/05/2020	PRINTED	005537 HM RECEIVABLES CO LLC	3,133.25			
44627	10/05/2020	PRINTED	005105 WB MASON	42.80			
44628	10/08/2020	PRINTED	003767 AIREX FILTER CORP	4,248.72			
44629	10/08/2020	PRINTED	007974 JENNIFER BLALOCK	35.79			
44630	10/08/2020	PRINTED	008165 FLUTE AIR SHIELD	140.00			
44631	10/08/2020	PRINTED	007587 GRACENOTES LLC	275.00			
44632	10/08/2020	PRINTED	003086 JW PEPPER & SON, INC	400.67			
44633	10/08/2020	PRINTED	006938 CHRISTINA LUTJEN	63.76			
44634	10/08/2020	PRINTED	008000 PETTY CASH- CINDY SADLOWS	44.74			
44635	10/08/2020	PRINTED	007978 SPARKFUN ELECTRONICS	1,124.80			
44636	10/08/2020	PRINTED	008148 SPOTIFY USA INC.	751.95			
44637	10/08/2020	PRINTED	004016 STEWART'S MUSIC LLC	291.90			
44638	10/08/2020	PRINTED	006999 CT COMPUTER SERVICES, INC	759.00			
44639	10/08/2020	PRINTED	008174 ELIZABETH SAWYER	825.00			
44640	10/08/2020	PRINTED	002323 ESSEX PRINTING	100.00			
44641	10/08/2020	PRINTED	007564 PERFORMACE HEALTH SUPPLY,	78.88			
44642	10/08/2020	PRINTED	008163 MIKE RILEY	600.00			
44643	10/08/2020	PRINTED	006084 NAVIANCE, INC.	1,224.80			
44644	10/08/2020	PRINTED	007614 ANB PTSMA HOLDINGS, INC	3,500.00			
44645	10/08/2020	VOID	005105 WB MASON	.00			
44646	10/08/2020	PRINTED	007821 WEVIDEO, INC.	4,581.15			
44647	10/09/2020	PRINTED	003055 B & L CONSTRUCTION, INC.	46.00			
44648	10/09/2020	PRINTED	002168 DEEP RIVER HARDWARE CO.	131.82			
44649	10/09/2020	PRINTED	006130 DONNA PEANO	374.00			
44650	10/09/2020	PRINTED	002197 ESSEX HARDWARE CO	105.74			
44651	10/09/2020	PRINTED	007168 CAROLYN GBUNBLEE	194.40			
44652	10/09/2020	PRINTED	002175 HOME DEPOT	119.82			
44653	10/09/2020	PRINTED	006806 JENNIFER MARINO	72.00			
44654	10/09/2020	PRINTED	007317 KEVIN LAM	320.85			
44655	10/09/2020	PRINTED	007360 MCKESSON MEDICAL - SURGIC	67.58			

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REGIONAL SCHOOL DIST # 4
AP CHECK RECONCILIATION REGISTER

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FOR CASH ACCOUNT: 4000 1040

FOR: All Except Stale

CHECK #	CHECK DATE	TYPE	VENDOR NAME	UNCLEARED	CLEARED	BATCH	CLEAR DATE
44656	10/09/2020	PRINTED	005713 NEW ENGLAND INDUSTRIAL SU	728.54			
44657	10/09/2020	PRINTED	005110 OXFORD PRESS	1,568.05			
44658	10/09/2020	PRINTED	005776 THERMOMEDICS, LLC	8,724.96			
44659	10/09/2020	PRINTED	007883 THUNDERBIRD ENVIRONMENTAL	7,320.41			
44660	10/09/2020	PRINTED	003176 VIRGINIA KING	111.23			
44661	10/09/2020	PRINTED	005105 WB MASON	1,886.36			
44662	10/14/2020	PRINTED	006498 BEN BRONZ ACADEMY	5,516.20			
44663	10/14/2020	PRINTED	002920 BENHAVEN	7,160.00			
44664	10/14/2020	PRINTED	006771 CT SOLAR LEASE 2, LLC	2,241.70			
44665	10/14/2020	PRINTED	002849 CURTIN MOTOR LIVERY, INC.	3,401.00			
44666	10/14/2020	PRINTED	004166 MARIA EHRHARDT	1,350.00			
44667	10/14/2020	PRINTED	006719 EVERSOURCE	65.00			
44668	10/14/2020	PRINTED	006719 EVERSOURCE	26,889.86			
44669	10/14/2020	PRINTED	002332 FIRST STUDENTS INC	4,072.59			
44670	10/14/2020	PRINTED	004778 GROVE SCHOOL	8,575.00			
44671	10/14/2020	PRINTED	002166 HIGH HOPES	385.00			
44672	10/14/2020	PRINTED	005959 LEAF	4,947.00			
44673	10/14/2020	PRINTED	002329 LEARN	8,669.00			
44674	10/14/2020	PRINTED	004966 MELIORA ACADEMY, INC	17,703.00			
44675	10/14/2020	PRINTED	002751 MIDDLETOWN ADULT ED	61,592.00			
44676	10/14/2020	PRINTED	002429 SHIPMAN & GOODWIN	20,639.50			
44677	10/14/2020	PRINTED	005105 WB MASON	2,885.45			
44678	10/16/2020	PRINTED	008127 BSC GROUP	7,334.66			
44679	10/16/2020	PRINTED	002166 HIGH HOPES	1,721.00			
44680	10/16/2020	PRINTED	007565 ABAIR LAVERY INC.	850.00			
44681	10/16/2020	PRINTED	002836 SYNCB/AMAZON	1,234.66			
44682	10/16/2020	PRINTED	007353 BLICK ART MATERIALS	4,825.68			
44683	10/16/2020	PRINTED	007945 BRIAN BLAIR	96.87			
44684	10/16/2020	PRINTED	006776 RACHAEL ROSE	134.87			
44685	10/16/2020	PRINTED	007936 CHERYL KRAFT	96.87			
44686	10/16/2020	PRINTED	004924 CSCA	120.00			
44687	10/16/2020	PRINTED	007957 DANA BEAUPRE	96.87			
44688	10/16/2020	PRINTED	007636 DUGMORE & DUNCAN, INC.	772.20			
44689	10/16/2020	PRINTED	004166 MARIA EHRHARDT	270.50			
44690	10/16/2020	PRINTED	002323 ESSEX PRINTING	298.08			
44691	10/16/2020	PRINTED	007224 JENNIFER TALIERCIO	429.45			
44692	10/16/2020	PRINTED	005844 KEVIN LAM	46.50			
44693	10/16/2020	PRINTED	002743 OLSEN'S SANITATION CO., L	400.00			
44694	10/16/2020	PRINTED	002814 PAUL J. RADICCHI, LLC	50.00			
44695	10/16/2020	PRINTED	007330 PEAPOD	389.42			
44696	10/16/2020	PRINTED	007991 RICH ANNINO	96.87			
44697	10/16/2020	PRINTED	005105 WB MASON	286.17			
44698	10/22/2020	PRINTED	002836 SYNCB/AMAZON	2,360.43			
44699	10/22/2020	PRINTED	006699 DEMCO,INC	1,168.89			
44700	10/22/2020	PRINTED	007585 GDL SERVICES LLC	855.66			
44701	10/22/2020	PRINTED	002175 HOME DEPOT	1,061.62			
44702	10/22/2020	PRINTED	005713 NEW ENGLAND INDUSTRIAL SU	285.91			
44703	10/22/2020	PRINTED	007486 PEARSON CLINICAL ASSESSME	104.50			
44704	10/22/2020	PRINTED	008000 PETTY CASH- CINDY SADLWS	231.82			
44705	10/22/2020	PRINTED	002267 SCHOOL SPECIALTY	706.30			
44706	10/22/2020	PRINTED	004016 STEWART'S MUSIC LLC	35.00			
44707	10/22/2020	PRINTED	005776 THERMOMEDICS, LLC	6,390.00			

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REGIONAL SCHOOL DIST # 4
AP CHECK RECONCILIATION REGISTER

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FOR CASH ACCOUNT: 4000 1040

FOR: All Except Stale

CHECK #	CHECK DATE	TYPE	VENDOR NAME	UNCLEARED	CLEARED	BATCH	CLEAR DATE
44708	10/22/2020	PRINTED	005105 WB MASON	511.83			
44709	10/22/2020	PRINTED	007847 WINSOR LEARNING, INC	1,063.00			
44710	10/23/2020	PRINTED	007778 BETH-ANNE FAIR	62.99			
44711	10/23/2020	PRINTED	007752 DANIELLE LUCAS	93.37			
44712	10/23/2020	PRINTED	007223 INTERNATIONAL BACCALAUREA	450.00			
44713	10/23/2020	PRINTED	002851 JOSTENS	5.19			
44714	10/23/2020	PRINTED	007797 KELLY BRAZA	93.37			
44715	10/23/2020	PRINTED	007669 MICHAEL CZAJA	62.99			
44716	10/23/2020	PRINTED	008177 MICHAEL LOMBARDO	94.49			
44717	10/23/2020	PRINTED	004686 PRESTWICK HOUSE	164.45			
44718	10/23/2020	PRINTED	003190 RIGGIO'S GARDEN CENTER	20.69			
44719	10/23/2020	PRINTED	007929 SAL CORSINO	96.87			
44720	10/23/2020	PRINTED	007331 SEAN MARTIN	300.00			
44721	10/23/2020	PRINTED	008009 STANLEY STYRCZULA	96.87			
44722	10/23/2020	PRINTED	008020 JENNIFER TALIERCIO	485.08			
44723	10/23/2020	PRINTED	006358 TOP NOTCH ELECTRICAL SERV	190.51			
44724	10/23/2020	PRINTED	005105 WB MASON	131.92			
44725	10/23/2020	PRINTED	002442 WINSUPPLY ESSEX CT CO	1.66			
44726	10/23/2020	PRINTED	002082 ADMIN, UNEMPLOYMENT COMPE	4,839.57			
44727	10/23/2020	PRINTED	006498 BEN BRONZ ACADEMY	5,516.20			
44728	10/23/2020	PRINTED	007096 BILLINGS SPORTS	2,508.50			
44729	10/23/2020	PRINTED	006999 CT COMPUTER SERVICES, INC	225.00			
44730	10/23/2020	PRINTED	002849 CURTIN MOTOR LIVERY, INC.	3,227.00			
44731	10/23/2020	PRINTED	004778 GROVE SCHOOL	8,387.50			
44732	10/23/2020	PRINTED	002166 HIGH HOPES	1,705.00			
44733	10/23/2020	PRINTED	007546 HUDL	2,899.00			
44734	10/23/2020	PRINTED	006823 RSD #13 MIDDLESEX TRANSIT	21,285.60			
44735	10/23/2020	PRINTED	002518 TREASURER SUPERVISION DIS	708.72			
44736	10/23/2020	PRINTED	006838 UTICA NATIONAL INS. GROUP	6,890.00			
44737	10/23/2020	PRINTED	007120 WATERFORD COUNTRY SCHOOL	1,627.96			
44738	10/23/2020	PRINTED	008155 WILLIAMS SCOTSMAN, INC.	81.01			
44739	10/28/2020	PRINTED	002082 ADMIN, UNEMPLOYMENT COMPE	3,211.90			
44740	10/28/2020	PRINTED	006498 BEN BRONZ ACADEMY	5,516.20			
44741	10/28/2020	PRINTED	002920 BENHAVEN	15,514.00			
44742	10/28/2020	PRINTED	007096 BILLINGS SPORTS	151.00			
44743	10/28/2020	PRINTED	002849 CURTIN MOTOR LIVERY, INC.	21,545.00			
44744	10/28/2020	PRINTED	007387 EDPUZZLE	5,823.00			
44745	10/28/2020	PRINTED	004778 GROVE SCHOOL	8,450.00			
44746	10/28/2020	PRINTED	005688	394.68			
44747	10/28/2020	PRINTED	002851 JOSTENS	262.45			
44748	10/28/2020	PRINTED	006353 MAHONEY SABOL & COMPANY,	27,500.00			
44749	10/28/2020	PRINTED	006571 PEDIATRIC AND ADOLESCENT	200.00			
44750	10/28/2020	PRINTED	002754 PROFESSIONAL FIELD CARE	10,142.50			
44751	10/28/2020	PRINTED	004646 STADIUM SYSTEMS, INC	87.31			
44752	10/28/2020	PRINTED	002518 TREASURER SUPERVISION DIS	850.88			
44753	10/28/2020	PRINTED	007120 WATERFORD COUNTRY SCHOOL	34,187.16			
			150 CHECKS				
			CASH ACCOUNT TOTAL	928,764.31	.00		

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REGIONAL SCHOOL DIST # 4
AP CHECK RECONCILIATION REGISTER

P 4
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UNCLEARED

CLEARED

150 CHECKS

FINAL TOTAL

928,764.31

.00

** END OF REPORT - Generated by naomi marinelli **

REGIONAL SCHOOL DISTRICT NO. 4
CHESTER • DEEP RIVER • ESSEX

Brian J White
 Superintendent of Schools
 bwhite@reg4.k12.ct.us

Sarah Smalley
 Director of Pupil Services
 ssmalley@reg4.k12.ct.us



Kristina Martineau, Ed.D.
 Assistant Superintendent of Schools
 kmartineau@reg4.k12.ct.us

Kelly Sterner
 Finance Director
 ksterner@reg4.k12.ct.us

TO: Brian J. White, Superintendent of Schools
 FROM: Kristina Martineau, Ed.D., Assistant Superintendent of Schools
 DATE: October 27, 2020
 SUBJECT: Region 4 Grants for 2020-2021

The table below provides information related to the 2020-2021 grant awards for Region 4 (John Winthrop Middle School and Valley Regional High School only), including allocation amounts and expenditure requests approved by the Connecticut State Department of Education.

Grant	Allocation Amount	Allocation Expenditure
Coronavirus Relief Funds	\$193,323 (pending CSDE approval)	*must be expended by 12/30/2020 Academic Personnel: \$25,000 for building substitutes (until 12/23/2020) Cleaning/PPE/Health/Safety Personnel: \$16,000 temporary custodians Cleaning/PPE/Health/Safety Non-Personnel: \$114,323 for cleaning equipment and supplies, hand sanitizer stations and sanitizer, water bottle filling stations, tents, masks, plexiglass, microphones, web cameras, etc. Transportation Non-Personnel: \$38,000 for upgraded camera system on all buses, additional cleaning on buses, and additional vehicle for social distancing.
ESSER The Elementary and Secondary School Emergency Relief Fund	\$24,567	Instructional support for students during staff absences related to Covid-19 (building substitutes for JW and VRHS-funds for additional 28 school days each)
Title I	\$35,765	1.0 FTE reading paraeducator at JWMS (approx. \$32,339) Instructional supplies to support intervention in reading and mathematics grades 7-12 (approx. \$3,426)
Title II	\$14,346	Professional development services for secondary teachers 7-12 to improve mathematics, reading and science instruction for students. Professional development in the area of equity and inclusion.
Title III	\$1,466	Professional development for middle/high school reading teacher to improve instruction and support for English language in grades 7-12. Additionally, Title III funds will be utilized to purchase instructional materials and online access to Lexia Core 5 for English language learners to support language proficiency.
Title IV	\$10,000	Funds will be utilized to purchase online resources to support blended learning and technology integration approaches in grades 7-12.

School Profile and Performance Report for School Year 2018-19

John Winthrop Middle School

Regional School District 04

Performance and Accountability

School Performance Index (SPI)

A School Performance Index (SPI) is the average performance of students in a subject area (i.e., ELA, Mathematics or Science) on the state summative assessments. The SPI ranges from 0-100. An SPI is reported for all students tested in a school and for students in each individual student group. Connecticut's ultimate target for an SPI is 75.

	English Language Arts (ELA)		Math		Science	
	Count	SPI	Count	SPI	Count	SPI
American Indian or Alaska Native	0	N/A	0	N/A	0	N/A
Asian	*	*	*	*	*	*
Black or African American	*	*	*	*	*	*
Hispanic or Latino of any race	16	*	16	*	6	*
Native Hawaiian or Other Pacific Islander	0	N/A	0	N/A	0	N/A
Two or More Races	12	*	12	*	6	*
White	240	76.8	240	70.8	119	75.6
English Learners	7	*	7	*	*	*
Non-English Learners	268	75.9	268	70.1	*	*
Eligible for Free or Reduced-Price Meals	68	68.4	68	64.0	25	67.7
Not Eligible for Free or Reduced-Price Meals	207	77.4	207	71.3	110	76.6
Students with Disabilities	51	55.1	51	48.2	21	60.6
Students without Disabilities	224	79.8	224	74.3	114	77.6
High Needs	104	65.3	104	59.3	39	65.9
Non-High Needs	171	81.2	171	75.7	96	78.6
School	275	75.2	275	69.5	135	75.0

National Assessment of Educational Progress (NAEP): Percent At or Above Proficient¹

	NAEP 2019		NAEP 2013	
	Grade 4	Grade 8	Grade 4	Grade 12
READING				
Connecticut	40	41	50	
National Public	34	32	36	
MATH				
Connecticut	45	39	32	
National Public	40	33	25	

¹NAEP is often called the "Nation's Report Card." It is sponsored by the U.S. Department of Education. This table compares Connecticut's performance to that of national public school students. Performance standards for state assessments and NAEP are set independently. Therefore, one should not expect performance results to be the same across Smarter Balanced and NAEP. Instead, NAEP results are meant to complement other state assessment data. To view performance on NAEP by student group, [click here](#).

Physical Fitness Tests: Students Reaching Health Standard²

	Percent of Students by Grade ³ (%)				All Tested Grades	
	4	6	8	HS	Count	Rate (%)
Sit & Reach	N/A	N/A	74.0	N/A	123	74.0
Curl Up	N/A	N/A	76.4	N/A	123	76.4
Push Up	N/A	N/A	68.3	N/A	123	68.3
Mile Run/PACER	N/A	N/A	67.5	N/A	123	67.5
All Tests - School	N/A	N/A	39.8	N/A	123	39.8
All Tests - District	N/A	N/A	39.8	63.2		51.6

²The Connecticut Physical Fitness Assessment (CPFA) is administered to students in Grades 4, 6, 8 and High School (HS). The health-related fitness scores gathered through the CPFA should be used to educate and motivate children and their families to increase physical activity and develop lifetime fitness habits.

³Only students assessed in all four areas are included in this calculation.

School Profile and Performance Report for School Year 2018-19

John Winthrop Middle School

Regional School District 04

Next Generation Accountability Results

Connecticut's Next Generation Accountability System is a broad set of 12 indicators that help tell the story of how well a district/school is preparing its students for success in college, careers, and life. It moves beyond test scores and graduation rates to provide a more holistic, multifactor perspective of district and school performance.

Indicator		Index/Rate	Target	Points Earned	Max Points	% Points Earned	State Average Index/Rate
ELA Performance Index	All Students	75.2	75	50.0	50	100.0	67.7
	High Needs Students	65.3	75	43.5	50	87.0	58.1
Math Performance Index	All Students	69.5	75	46.3	50	92.6	63.1
	High Needs Students	59.3	75	39.6	50	79.1	52.7
Science Performance Index	All Students	75.0	75	50.0	50	99.9	63.8
	High Needs Students	65.9	75	44.0	50	87.9	54.2
ELA Academic Growth	All Students	48.9%	100%	48.9	100	48.9	59.9%
	High Needs Students	50.2%	100%	50.2	100	50.2	55.1%
Math Academic Growth	All Students	55.4%	100%	55.4	100	55.4	62.5%
	High Needs Students	50.2%	100%	50.2	100	50.2	55.2%
Progress Toward English Proficiency	Literacy	.	100%	.	.	.	60.0%
	Oral	.	100%	.	.	.	52.1%
Chronic Absenteeism	All Students	5.4%	<=5%	49.3	50	98.6	10.4%
	High Needs Students	6.9%	<=5%	46.3	50	92.5	16.1%
Preparation for CCR	% Taking Courses	.	75%	.	.	.	80.0%
	% Passing Exams	.	75%	.	.	.	42.6%
On-track to High School Graduation		97.7%	94%	50.0	50	100.0	88.0%
4-year Graduation All Students (2018 Cohort)		.	94%	.	.	.	88.3%
6-year Graduation - High Needs Students (2016 Cohort)		.	94%	.	.	.	83.3%
Postsecondary Entrance (Class of 2018)		.	75%	.	.	.	70.9%
Physical Fitness (estimated part rate) and (fitness rate)		89.8% 39.8%	75%	13.3	50	26.6	96.4% 52.9%
Arts Access		.	60%	.	.	.	51.9%
Accountability Index				636.8	900	70.8	

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in the student group or the indicator is not applicable based on grades served.

Gap Indicators	Non-High Needs Rate ¹	High Needs Rate	Size of Gap	State Gap Mean +1 Stdev ²	Is Gap an Outlier? ²
Achievement Gap Size Outlier?					N
ELA Performance Index Gap	75.0	65.3	9.7	15.3	
Math Performance Index Gap	75.0	59.3	15.7	17.4	
Science Performance Index Gap	75.0	65.9	9.1	16.3	
Graduation Rate Gap	

¹If the Non-High Needs Rate exceeds the ultimate target (75 for Performance Index and 94% for graduation rate), the ultimate target is used for gap calculations.

²If the size of the gap exceeds the state mean gap plus one standard deviation, the gap is an outlier.

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in at least one of the student groups used to calculate the gap measure or the indicator is not applicable based on grades served.

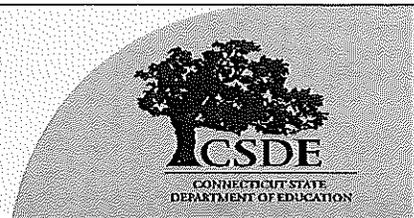
Subject/Student Group	Participation Rate (%) ³	
ELA	All Students	98.6
	High Needs Students	97.2
Math	All Students	98.6
	High Needs Students	97.2
Science	All Students	98.6
	High Needs Students	97.5

Supporting Resources

Two-page FAQ
Detailed Presentation
Using Accountability Results to Guide Improvement

³Minimum participation standard is 95%.

**SCHOOL PROFILE AND PERFORMANCE REPORT
FOR SCHOOL YEAR 2018-19**



**Valley Regional High School
Regional School District 04**

860-526-5328 • <http://www.reg4.k12.ct.us>

School Information

Grade Range 9-12
Enrollment 599

Community Information

AdvanceCT Town Profiles provide summary demographic and economic information for Connecticut's municipalities

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Instruction and Resources..... 2
Performance and Accountability..... 3

Notes

Unless otherwise noted, all data are for 2018-19 and include all grades offered by the school.

In most tables, data are displayed only for the three major race/ethnicity categories. For additional race/ethnicity categories, please visit edsight.ct.gov.

For district totals, please see the district profile.

* When an asterisk is displayed, data have been suppressed to safeguard student confidentiality, or to ensure that statistics based on a very small sample size are not interpreted as equally representative as those based on a sufficiently larger sample size.

N/A is displayed when a category is not applicable for a district or school.

Students

October 1, 2018 Enrollment

	School		District
	Count	Percent of Total (%)	Percent of Total (%)
Female	302	50.4	50.6
Male	297	49.6	49.4
American Indian or Alaska Native	*	*	*
Asian	14	2.3	2.1
Black or African American	*	*	*
Hispanic or Latino of any race	18	3.0	3.9
Native Hawaiian or Other Pacific Islander	0	0.0	0.0
Two or More Races	13	2.2	2.8
White	549	91.7	90.4
English Learners	*	*	0.9
Eligible for Free or Reduced-Price Meals	129	21.5	22.9
Students with Disabilities ¹	82	13.7	16.8

¹Students in this category are students with an individualized education program (IEP) only. This category does not include students with Section 504 plans or services plans.

NOTE: To protect student privacy, gender counts are suppressed () when fewer than 6 students enrolled in the school identify as non-binary.*

Chronic Absenteeism and Suspension/Expulsion

	Chronic Absenteeism ²		Suspension/Expulsion ³	
	Count	Rate (%)	Count	Rate (%)
Female	25	8.4	12	3.9
Male	23	7.7	13	4.3
Black or African American	0	*	0	*
Hispanic or Latino of any race	*	*	*	*
White	39	7.2	21	3.8
English Learners	0	*	0	*
Eligible for Free or Reduced-Price Meals	25	20.5	8	5.7
Students with Disabilities	15	16.5	*	*
School	48	8.1	25	4.1
District		7.4		4.4

Number of students in 2017-18 qualified as truant under state statute: 57

Number of school-based arrests: Fewer than 6

²A student is chronically absent if they miss ten percent or greater of the total number of days enrolled in the school year for any reason. Pre-Kindergarten students are excluded from this calculation.

³This column displays the count and percentage of students who receive at least one in-school suspension, out-of-school suspension or expulsion.

School Profile and Performance Report for School Year 2018-19

Valley Regional High School

Regional School District 04

Educators

Full-Time Equivalent (FTE) ¹ Staff	
	FTE
General Education	
Teachers and Instructors	42.4
Paraprofessional Instructional Assistants	1.0
Special Education	
Teachers and Instructors	6.0
Paraprofessional Instructional Assistants	8.9
Administrators, Coordinators and Department Chairs	
School Level	2.0
Library/Media	
Specialists (Certified)	1.0
Support Staff	1.0
Instructional Specialists Who Support Teachers	0.6
Counselors, Social Workers and School Psychologists	5.2
School Nurses	1.0
Other Staff Providing Non-Instructional Services/Support	17.5

¹In the full-time equivalent count, staff members working part-time in the school are counted as a fraction of full-time. For example, a teacher who works half-time in a school contributes 0.50 to the school's staff count.

Educators by Race/Ethnicity

	School		District
	Count	Percent of Total (%)	Percent of Total (%)
American Indian or Alaska Native	0	0.0	0.0
Asian	1	1.6	1.0
Black or African American	0	0.0	0.0
Hispanic or Latino of any race	1	1.6	1.0
Native Hawaiian or Other Pacific Islander	0	0.0	0.0
Two or More Races	0	0.0	0.0
White	60	96.8	98.0

Classroom Teacher Attendance, 2017-18

	School	District
Average # of FTE Days Absent Due to Illness or Personal Time	9.4	8.6

Instruction and Resources

School Schedule

Days of Instruction	180
Hours of Instruction Per Year	
Grades 1-12 and Full-Day Kindergarten	985
Half/Extended Day Kindergarten	N/A

School Hours for Students	
Start Time	07:40 AM
End Time	02:23 PM

11th and 12th Graders Enrolled in College-and-Career-Readiness Courses during High School²

	11th		12th	
	Count	Rate (%)	Count	Rate (%)
Black or African American	0	*	*	*
Hispanic or Latino of any race	*	*	6	*
White	112	86.8	116	89.9
English Learners	*	*	*	*
Eligible for Free or Reduced-Price Meals	30	85.7	30	93.8
Students with Disabilities	10	*	21	80.8
School	126	85.7	129	89.6
District		85.4		89.8

²College-and-Career-Readiness Courses include Advanced Placement[®](AP), International Baccalaureate[®](IB), Career and Technical Education(CTE), workplace experience and dual enrollment courses.

Students with Disabilities Who Spend 79.1 to 100 Percent of Time with Nondisabled Peers³

	Count	Rate (%)
Autism	*	*
Emotional Disturbance	7	*
Intellectual Disability	0	0.0
Learning Disability	35	97.2
Other Health Impairment	19	95.0
Other Disabilities	0	0.0
Speech/Language Impairment	*	*
School	69	84.1
District		74.4

³This table includes students ages 6-21 with an IEP or services plan.

School Profile and Performance Report for School Year 2018-19

Valley Regional High School

Regional School District 04

Performance and Accountability

School Performance Index (SPI)

A School Performance Index (SPI) is the average performance of students in a subject area (i.e., ELA, Mathematics or Science) on the state summative assessments. The SPI ranges from 0-100. An SPI is reported for all students tested in a school and for students in each individual student group. Connecticut's ultimate target for an SPI is 75.

	English Language Arts (ELA)		Math		Science	
	Count	SPI	Count	SPI	Count	SPI
American Indian or Alaska Native	0	N/A	0	N/A	0	N/A
Asian	*	*	*	*	*	*
Black or African American	*	*	*	*	*	*
Hispanic or Latino of any race	6	*	6	*	*	*
Native Hawaiian or Other Pacific Islander	0	N/A	0	N/A	0	N/A
Two or More Races	*	*	*	*	*	*
White	121	67.7	121	62.4	125	64.2
English Learners	*	*	*	*	*	*
Non-English Learners	*	*	*	*	*	*
Eligible for Free or Reduced-Price Meals	31	58.1	31	47.8	32	58.2
Not Eligible for Free or Reduced-Price Meals	106	69.6	106	66.2	108	65.7
Students with Disabilities	11	*	11	*	14	*
Students without Disabilities	126	68.9	126	64.0	126	65.4
High Needs	38	56.8	38	47.1	41	57.1
Non-High Needs	99	70.9	99	67.8	99	66.8
School	137	67.0	137	62.0	140	64.0

National Assessment of Educational Progress (NAEP): Percent At or Above Proficient¹

	NAEP 2019		NAEP 2013	
	Grade 4	Grade 8	Grade 4	Grade 8
READING				
Connecticut	40	41	50	
National Public	34	32	36	
MATH				
Connecticut	45	39	32	
National Public	40	33	25	

¹NAEP is often called the "Nation's Report Card." It is sponsored by the U.S. Department of Education. This table compares Connecticut's performance to that of national public school students. Performance standards for state assessments and NAEP are set independently. Therefore, one should not expect performance results to be the same across Smarter Balanced and NAEP. Instead, NAEP results are meant to complement other state assessment data. To view performance on NAEP by student group, [click here](#).

Physical Fitness Tests: Students Reaching Health Standard²

	Percent of Students by Grade ³ (%)				All Tested Grades	
	4	6	8	HS	Count	Rate (%)
Sit & Reach	N/A	N/A	N/A	93.6	125	93.6
Curl Up	N/A	N/A	N/A	98.4	125	98.4
Push Up	N/A	N/A	N/A	93.6	125	93.6
Mile Run/PACER	N/A	N/A	N/A	72.0	125	72.0
All Tests - School	N/A	N/A	N/A	63.2	125	63.2
All Tests - District	N/A	N/A	39.8	63.2		51.6

²The Connecticut Physical Fitness Assessment (CPFA) is administered to students in Grades 4, 6, 8 and High School (HS). The health-related fitness scores gathered through the CPFA should be used to educate and motivate children and their families to increase physical activity and develop lifetime fitness habits.

³Only students assessed in all four areas are included in this calculation.

School Profile and Performance Report for School Year 2018-19

Valley Regional High School

Regional School District 04

Cohort Graduation: Four-Year¹

	2017-18	
	Cohort Count ²	Rate (%)
Black or African American	*	*
Hispanic or Latino of any race	12	*
English Learners	N/A	N/A
Eligible for Free or Reduced-Price Meals	28	92.9
Students with Disabilities	17	*
School	152	98.0
District		96.8

¹The four-year cohort graduation rate represents the percentage of first-time 9th graders who earn a standard high school diploma within four years.

²Cohort count includes all students in the cohort as of the end of the 2017-18 school year.

11th and 12th Graders Meeting Benchmark on at Least One College Readiness Exam³

	Participation ⁴	Meeting Benchmark	
	Rate (%)	Count	Rate (%)
Female	98.6	89	64.0
Male	96.1	76	50.0
Black or African American	*	0	*
Hispanic or Latino of any race	*	*	*
White	97.3	151	58.5
English Learners	*	*	*
Eligible for Free or Reduced-Price Meals	94.0	20	29.9
Students with Disabilities	88.1	*	*
School	97.3	165	56.7
District	97.0		55.4

³College readiness exams and benchmark scores are as follows:

- SAT® - meets benchmark on SAT, Revised SAT or Connecticut School Day SAT
- ACT® - meets benchmark score on 3 of 4 exams (benchmark score varies by subject)
- AP® - 3 or higher on any one AP® exam
- IB® - 4 or higher on any one IB® exam

⁴Participation Rate equals the number of test-takers in 11th and 12th grade divided by the number of students enrolled in those grades, as a percentage.

Sources:

SAT® and AP® statistics derived from data provided by the College Board.

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ACT® statistics derived from data provided by ACT, Inc.

Copyright © 2019 ACT, Inc. www.act.org

IB® statistics derived from data provided by the International Baccalaureate Organization.

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College Entrance and Persistence

	Class of 2018	Class of 2017
	Entrance ⁵	Persistence ⁶
	Rate (%)	Rate (%)
Female	88.5	94.1
Male	67.6	94.3
Black or African American	*	*
Hispanic or Latino of any race	*	*
White	78.0	94.6
English Learners	78.0	*
Eligible for Free or Reduced-Price Meals	62.1	*
Students with Disabilities	42.9	*
School	78.5	94.2
District	78.1	94.4

⁵College entrance refers to the percent of high school graduates from the year who enrolled in college any time during the first year after high school.

⁶College persistence refers to the percent of students who enrolled in college the first year after high school and returned for a second year (Freshman to Sophomore persistence).

Source: National Student Clearinghouse

School Profile and Performance Report for School Year 2018-19

Valley Regional High School

Regional School District 04

Next Generation Accountability Results

Connecticut's Next Generation Accountability System is a broad set of 12 indicators that help tell the story of how well a district/school is preparing its students for success in college, careers, and life. It moves beyond test scores and graduation rates to provide a more holistic, multifactor perspective of district and school performance.

Indicator		Index/Rate	Target	Points Earned	Max Points	% Points Earned	State Average Index/Rate
ELA Performance Index	All Students	67.0	75	134.0	150	89.3	67.7
	High Needs Students	56.8	75	113.6	150	75.7	58.1
Math Performance Index	All Students	62.0	75	124.0	150	82.7	63.1
	High Needs Students	47.1	75	94.1	150	62.8	52.7
Science Performance Index	All Students	64.0	75	85.3	100	85.3	63.8
	High Needs Students	57.1	75	76.2	100	76.2	54.2
ELA Academic Growth	All Students	.	100%	.	.	.	59.9%
	High Needs Students	.	100%	.	.	.	55.1%
Math Academic Growth	All Students	.	100%	.	.	.	62.5%
	High Needs Students	.	100%	.	.	.	55.2%
Progress Toward English Proficiency	Literacy	.	100%	.	.	.	60.0%
	Oral	.	100%	.	.	.	52.1%
Chronic Absenteeism	All Students	8.1%	<=5%	43.8	50	87.7	10.4%
	High Needs Students	15.4%	<=5%	29.1	50	58.3	16.1%
Preparation for CCR	% Taking Courses	87.6%	75%	50.0	50	100.0	80.0%
	% Passing Exams	56.7%	75%	37.8	50	75.6	42.6%
On-track to High School Graduation		97.6%	94%	50.0	50	100.0	88.0%
4-year Graduation All Students (2018 Cohort)		98.0%	94%	100.0	100	100.0	88.3%
6-year Graduation - High Needs Students (2016 Cohort)		97.6%	94%	100.0	100	100.0	83.3%
Postsecondary Entrance (Class of 2018)		78.5%	75%	100.0	100	100.0	70.9%
Physical Fitness (estimated part rate) and (fitness rate)		92.6% 63.2%	75%	42.1	50	84.3	96.4% 52.9%
Arts Access		54.2%	60%	45.2	50	90.3	51.9%
Accountability Index				1225.3	1450	84.5	

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in the student group or the indicator is not applicable based on grades served.

Gap Indicators	Non-High Needs Rate ¹	High Needs Rate	Size of Gap	State Gap Mean +1 Stdev ²	Is Gap an Outlier? ²
Achievement Gap Size Outlier?					Y
ELA Performance Index Gap	70.9	56.8	14.1	15.3	
Math Performance Index Gap	67.8	47.1	20.7	17.4	
Science Performance Index Gap	66.8	57.1	9.7	16.3	
Graduation Rate Gap	94.0%	97.6%	-3.6%	8.0%	N

¹If the Non-High Needs Rate exceeds the ultimate target (75 for Performance Index and 94% for graduation rate), the ultimate target is used for gap calculations.

²If the size of the gap exceeds the state mean gap plus one standard deviation, the gap is an outlier.

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in at least one of the student groups used to calculate the gap measure or the indicator is not applicable based on grades served.

Subject/Student Group	Participation Rate (%) ³	
ELA	All Students	95.2
	High Needs Students	86.7
Math	All Students	95.2
	High Needs Students	86.7
Science	All Students	97.3
	High Needs Students	93.3

Supporting Resources

- Two-page FAQ
- Detailed Presentation
- Using Accountability Results to Guide Improvement

³Minimum participation standard is 95%.

Connecticut State Department of Education
**DISTRICT PROFILE AND PERFORMANCE REPORT
 FOR SCHOOL YEAR 2018–19**



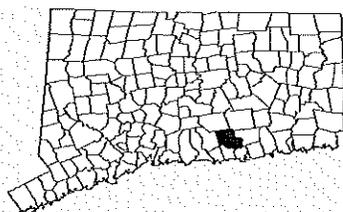
Regional School District 04

Dr. Ruth Levy, Superintendent • 860-526-2417 • <http://www.reg4.k12.ct.us>

District Information

Grade Range	7-12
Number of Schools/Programs	3
Enrollment	897
Per Pupil Expenditures ¹	N/A
Total Expenditures ¹	N/A

¹Expenditure data for 2017-18 will be added later this year.



Community Information

AdvanceCT Town Profiles provide summary demographic and economic information for Connecticut's municipalities

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Notes

Unless otherwise noted, all data are for 2018-19 and include all grades offered by the district.

In most tables, data are displayed only for the three major race/ethnicity categories. For additional race/ethnicity categories, please visit edsight.ct.gov.

State totals are not displayed as they are not comparable to district totals.

Special Education tables reflect only students for whom the district is fiscally responsible.

* When an asterisk is displayed, data have been suppressed to safeguard student confidentiality, or to ensure that statistics based on a very small sample size are not interpreted as equally representative as those based on a sufficiently larger sample size.

N/A is displayed when a category is not applicable for a district or school.

Students

October 1, 2018 Enrollment²

	District		State
	Count	Percent of Total (%)	Percent of Total (%)
Female	454	50.6	48.4
Male	443	49.4	51.6
American Indian or Alaska Native	*	*	0.3
Asian	19	2.1	5.2
Black or African American	*	*	12.8
Hispanic or Latino of any race	35	3.9	25.8
Native Hawaiian or Other Pacific Islander	0	0.0	0.1
Two or More Races	25	2.8	3.6
White	811	90.4	52.4
English Learners	8	0.9	7.6
Eligible for Free or Reduced-Price Meals	205	22.9	42.1
Students with Disabilities ³	151	16.8	15.4

²This table represents students in grades PK-12 reported by the district in the Public School Information System (i.e., PSIS Reporting District).

³Students in this category are students with an individualized education program (IEP) only. This category does not include students with Section 504 plans or services plans.

NOTE: To protect student privacy, gender counts are suppressed () when fewer than 6 students enrolled in the district identify as non-binary.*

Chronic Absenteeism and Suspension/Expulsion

	Chronic Absenteeism ⁴		Suspension/Expulsion ⁵	
	Count	Rate (%)	Count	Rate (%)
Female	32	7.1	12	2.6
Male	34	7.7	28	6.2
Black or African American	0	*	*	*
Hispanic or Latino of any race	*	*	*	*
White	57	7.1	30	3.7
English Learners	0	*	0	*
Eligible for Free or Reduced-Price Meals	31	16.2	19	8.7
Students with Disabilities	22	13.6	12	7.1
District	66	7.4	40	4.4
State		10.4		6.7

Number of students in 2017-18 qualified as truant under state statute: 57

Number of school-based arrests: Fewer than 6

⁴A student is chronically absent if they miss ten percent or greater of the total number of days enrolled in the school year for any reason. Pre-Kindergarten students are excluded from this calculation.

⁵This column displays the count and percentage of students who receive at least one in-school suspension, out-of-school suspension or expulsion.

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Educators

Full-Time Equivalent (FTE)¹ Staff

	FTE
General Education	
Teachers and Instructors	64.4
Paraprofessional Instructional Assistants	1.9
Special Education	
Teachers and Instructors	11.0
Paraprofessional Instructional Assistants	18.9
Administrators, Coordinators and Department Chairs	
District Central Office	1.9
School Level	4.0
Library/Media	
Specialists (Certified)	2.0
Support Staff	1.8
Instructional Specialists Who Support Teachers	1.1
Counselors, Social Workers and School Psychologists	8.6
School Nurses	2.0
Other Staff Providing Non-Instructional Services/Support	42.9

¹In the full-time equivalent count, staff members working part-time in the school are counted as a fraction of full-time. For example, a teacher who works half-time in a school contributes 0.50 to the school's staff count.

Educators by Race/Ethnicity

	District		State
	Count	Percent of Total (%)	Percent of Total (%)
American Indian or Alaska Native	0	0.0	0.1
Asian	1	1.0	1.1
Black or African American	0	0.0	3.8
Hispanic or Latino of any race	1	1.0	3.8
Native Hawaiian or Other Pacific Islander	0	0.0	0.0
Two or More Races	0	0.0	0.1
White	98	98.0	90.5

Classroom Teacher Attendance: 2017-18

	District	State
Average Number of FTE Days Absent Due to Illness or Personal Time	8.6	10.0

Instruction and Resources

11th and 12th Graders Enrolled in College-and-Career-Readiness Courses during High School²

	11th		12th	
	Count	Rate (%)	Count	Rate (%)
Black or African American	0	*	*	*
Hispanic or Latino of any race	*	*	6	*
White	115	86.5	119	90.2
English Learners	*	*	*	*
Eligible for Free or Reduced-Price Meals	30	83.3	32	94.1
Students with Disabilities	13	65.0	24	82.8
District	129	85.4	132	89.8
State		74.5		85.2

²College-and-Career-Readiness Courses include Advanced Placement®(AP), International Baccalaureate®(IB), Career and Technical Education(CTE), workplace experience and dual enrollment courses.

Students with Disabilities Who Spend 79.1 to 100 Percent of Time with Nondisabled Peers³

	Count	Rate (%)
Autism	10	47.6
Emotional Disturbance	9	*
Intellectual Disability	*	*
Learning Disability	60	90.9
Other Health Impairment	28	80.0
Other Disabilities	*	*
Speech/Language Impairment	*	*
District	116	74.4
State		67.6

³This table represents students ages 6-21 for whom the district is fiscally responsible (i.e., Nexus District students with an IEP or services plan).

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Students with Disabilities by Primary Disability¹

	District		State
	Count	Rate (%)	Rate (%)
Autism	21	2.3	1.9
Emotional Disturbance	15	1.6	1.1
Intellectual Disability	8	0.9	0.5
Learning Disability	66	7.2	5.5
Other Health Impairment	35	3.8	3.2
Other Disabilities	*	*	1.1
Speech/Language Impairment	*	*	1.8
All Disabilities	156	17.0	15.0

¹This table represents students in grades K-12 for whom the district is fiscally responsible (i.e., Nexus District students with an IEP or services plan).

Students with Disabilities Placed Outside of the District²

	District		State
	Count	Rate (%)	Rate (%)
Public Schools in Other Districts	*	*	8.2
Private Schools or Other Settings	*	*	5.0

²This table represents students in grades K-12 for whom the district is fiscally responsible (i.e., Nexus District students with an IEP or services plan).

NOTE: Expenditure data for 2017-18 will be added later this year.

Overall Expenditures:³ 2017-18

	Total (\$)	Per Pupil	
		District (\$)	State (\$)
Instructional Staff and Services			
Instructional Supplies and Equipment			
Improvement of Instruction and Educational Media Services			
Student Support Services			
Administration and Support Services			
Plant Operation and Maintenance			
Transportation			
Costs of Students Tuitioned Out			
Other			
Total			
Additional Expenditures			
Land, Buildings, and Debt Service			

³Expenditures may be supported by local tax revenues, state grants, federal grants, municipal in-kind services, tuition and other sources.

Special Education Expenditures: 2017-18

	District		State
	Total (\$)	Percent of Total (%)	Percent of Total (%)
Certified Personnel			
Noncertified Personnel			
Purchased Services			
Tuition to Other Schools			
Special Ed. Transportation			
Other Expenditures			
Total Expenditures			

Expenditures by Revenue Source:⁴

	2017-18	
	Percent of Total (%)	
	Including School Construction	Excluding School Construction
Local		
State		
Federal		
Tuition & Other		

⁴Revenue sources do not include state-funded Teachers' Retirement Board contributions, Connecticut Technical Education and Career System (CTECS) operations, CSDE-budgeted costs for salaries and leadership activities and other state-funded school districts (e.g., Dept. of Children and Families and Dept. of Correction).

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Performance and Accountability

District Performance Index (DPI)

A District Performance Index (DPI) is the average performance of students in a subject area (i.e., ELA, Mathematics or Science) on the state summative assessments. The DPI ranges from 0-100. A DPI is reported for all students tested in a district and for students in each individual student group. Connecticut's ultimate target for a DPI is 75.

	English Language Arts (ELA)		Math		Science	
	Count	DPI	Count	DPI	Count	DPI
American Indian or Alaska Native	0	N/A	0	N/A	0	N/A
Asian	*	*	*	*	*	*
Black or African American	*	*	*	*	*	*
Hispanic or Latino of any race	22	55.8	22	47.8	11	*
Native Hawaiian or Other Pacific Islander	0	N/A	0	N/A	0	N/A
Two or More Races	16	*	16	*	10	*
White	367	73.3	367	67.5	251	69.1
English Learners	8	*	8	*	*	*
Non-English Learners	410	72.6	410	67.0	*	*
Eligible for Free or Reduced-Price Meals	101	64.9	101	58.4	58	62.3
Not Eligible for Free or Reduced-Price Meals	317	74.5	317	69.2	224	70.4
Students with Disabilities	68	53.0	68	45.9	42	54.7
Students without Disabilities	350	75.9	350	70.6	240	71.2
High Needs	148	62.5	148	55.3	87	60.1
Non-High Needs	270	77.4	270	72.8	195	72.6
District	418	72.1	418	66.6	282	68.8

National Assessment of Educational Progress (NAEP): Percent At or Above Proficient¹

	NAEP 2019		NAEP 2013	
	Grade 4	Grade 8	Grade 4	Grade 12
READING				
Connecticut	40	41	34	36
National Public	34	32	34	36
MATH				
Connecticut	45	39	40	25
National Public	40	33	40	25

¹NAEP is often called the "Nation's Report Card." It is sponsored by the U.S. Department of Education. This table compares Connecticut's performance to that of national public school students. Performance standards for state assessments and NAEP are set independently. Therefore, one should not expect performance results to be the same across Smarter Balanced and NAEP. Instead, NAEP results are meant to complement other state assessment data. To view performance on NAEP by student group, [click here](#).

Physical Fitness Tests: Students Reaching Health Standard²

	Percent of Students by Grade ³ (%)				All Tested Grades	
	4	6	8	HS	Count	Rate (%)
Sit & Reach	N/A	N/A	74.0	93.6	248	83.9
Curl Up	N/A	N/A	76.4	98.4	248	87.5
Push Up	N/A	N/A	68.3	93.6	248	81.0
Mile Run/PACER	N/A	N/A	67.5	72.0	248	69.8
All Tests - District	N/A	N/A	39.8	63.2	248	51.6
All Tests - State	56.1	53.5	50.9	51.4		52.9

²The Connecticut Physical Fitness Assessment (CPFA) is administered to students in Grades 4, 6, 8 and High School (HS). The health-related fitness scores gathered through the CPFA should be used to educate and motivate children and their families to increase physical activity and develop lifetime fitness habits.

³Only students assessed in all four areas are included in this calculation.

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Cohort Graduation: Four-Year¹

	2017-18	
	Cohort Count ²	Rate (%)
Black or African American	*	*
Hispanic or Latino of any race	12	*
English Learners	N/A	N/A
Eligible for Free or Reduced-Price Meals	29	89.7
Students with Disabilities	21	81.0
District	156	96.8
State		88.3

¹The four-year cohort graduation rate represents the percentage of first-time 9th graders who earn a standard high school diploma within four years.

²Cohort count includes all students in the cohort as of the end of the 2017-18 school year.

11th and 12th Graders Meeting Benchmark on at Least One College Readiness Exam³

	Participation ⁴	Meeting Benchmark	
	Rate (%)	Count	Rate (%)
Female	98.6	89	63.6
Male	95.6	76	48.1
Black or African American	*	0	*
Hispanic or Latino of any race	*	*	*
White	97.0	151	57.0
English Learners	*	*	*
Eligible for Free or Reduced-Price Meals	94.3	20	28.6
Students with Disabilities	87.8	*	*
District	97.0	165	55.4
State	95.9		42.6

³College readiness exams and benchmark scores are as follows:

- SAT[®] - meets benchmark score on SAT, Revised SAT or Connecticut School Day SAT
- ACT[®] - meets benchmark score on 3 of 4 exams (benchmark score varies by subject)
- AP[®] - 3 or higher on any one AP[®] exam
- IB[®] - 4 or higher on any one IB[®] exam

⁴Participation Rate equals the number of test-takers in 11th and 12th grade divided by the number of students enrolled in those grades, as a percentage.

Sources:

SAT[®] and AP[®] statistics derived from data provided by the College Board.

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ACT[®] statistics derived from data provided by ACT, Inc.

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IB[®] statistics derived from data provided by the International Baccalaureate Organization.

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College Entrance and Persistence

	Class of 2018	Class of 2017
	Entrance ⁵	Persistence ⁶
	Rate (%)	Rate (%)
Female	87.3	94.2
Male	68.1	94.5
Black or African American	*	*
Hispanic or Latino of any race	*	*
White	77.6	94.7
English Learners	77.6	*
Eligible for Free or Reduced-Price Meals	62.1	*
Students with Disabilities	43.5	*
District	78.1	94.4
State	70.9	87.8

⁵College entrance refers to the percent of high school graduates from the year who enrolled in college any time during the first year after high school.

⁶College persistence refers to the percent of students who enrolled in college the first year after high school and returned for a second year (Freshman to Sophomore persistence).

Source: National Student Clearinghouse

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Next Generation Accountability Results

Connecticut's Next Generation Accountability System is a broad set of 12 indicators that help tell the story of how well a district/school is preparing its students for success in college, careers, and life. It moves beyond test scores and graduation rates to provide a more holistic, multifactor perspective of district and school performance.

Indicator		Index/Rate	Target	Points Earned	Max Points	% Points Earned	State Average Index/Rate
ELA Performance Index	All Students	72.1	75	48.1	50	96.2	67.7
	High Needs Students	62.5	75	41.6	50	83.3	58.1
Math Performance Index	All Students	66.6	75	44.4	50	88.8	63.1
	High Needs Students	55.3	75	36.9	50	73.8	52.7
Science Performance Index	All Students	68.8	75	45.8	50	91.7	63.8
	High Needs Students	60.1	75	40.1	50	80.1	54.2
ELA Academic Growth	All Students	48.7%	100%	48.7	100	48.7	59.9%
	High Needs Students	49.8%	100%	49.8	100	49.8	55.1%
Math Academic Growth	All Students	55.5%	100%	55.5	100	55.5	62.5%
	High Needs Students	50.8%	100%	50.8	100	50.8	55.2%
Progress Toward English Proficiency	Literacy	.	100%	.	.	.	60.0%
	Oral	.	100%	.	.	.	52.1%
Chronic Absenteeism	All Students	7.4%	<=5%	45.2	50	90.4	10.4%
	High Needs Students	12.7%	<=5%	34.6	50	69.2	16.1%
Preparation for CCR	% Taking Courses	87.6%	75%	50.0	50	100.0	80.0%
	% Passing Exams	55.4%	75%	36.9	50	73.8	42.6%
On-track to High School Graduation		97.7%	94%	50.0	50	100.0	88.0%
4-year Graduation All Students (2018 Cohort)		96.8%	94%	100.0	100	100.0	88.3%
6-year Graduation - High Needs Students (2016 Cohort)		97.6%	94%	100.0	100	100.0	83.3%
Postsecondary Entrance (Class of 2018)		78.1%	75%	100.0	100	100.0	70.9%
Physical Fitness (estimated part rate) and (fitness rate)		88.9% 51.6%	75%	17.2	50	34.4	96.4% 52.9%
Arts Access		53.8%	60%	44.8	50	89.7	51.9%
Accountability Index				1040.4	1350	77.1	

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in the student group or the indicator is not applicable based on grades served.

Gap Indicators	Non-High Needs Rate ¹	High Needs Rate	Size of Gap	State Gap Mean +1 Stdev ²	Is Gap an Outlier? ²
Achievement Gap Size Outlier?					N
ELA Performance Index Gap	75.0	62.5	12.5	15.4	
Math Performance Index Gap	72.8	55.3	17.4	17.6	
Science Performance Index Gap	72.6	60.1	12.5	16.1	
Graduation Rate Gap	94.0%	97.6%	-3.6%	11.1%	N

¹If the Non-High Needs Rate exceeds the ultimate target (75 for Performance Index and 94% for graduation rate), the ultimate target is used for gap calculations.

²If the size of the gap exceeds the state mean gap plus one standard deviation, the gap is an outlier.

NOTE: A dot (.) appears in the table above when there are fewer than 20 students in at least one of the student groups used to calculate the gap measure or the indicator is not applicable based on grades served.

Subject/Student Group	Participation Rate (%) ³	
ELA	All Students	97.3
	High Needs Students	93.8
Math	All Students	97.3
	High Needs Students	93.8
Science	All Students	97.6
	High Needs Students	94.6

³Minimum participation standard is 95%.

Connecticut's State Identified Measurable Result (SIMR) for Children with Disabilities

Increase the reading performance of all 3rd grade students with disabilities statewide, as measured by Connecticut's English Language Arts (ELA) Performance Index.

Grade 3 ELA Performance Index for Students with Disabilities:

District: N/A State: 51.5

Supporting Resources: Two-page FAQ

Detailed Presentation

Using Accountability Results to Guide Improvement

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Narratives

School District Improvement Plans and Parental Outreach Activities

Region 4 Schools (John Winthrop Middle School - Valley Regional High School) emphasize the academic and social development of each and every student. The focus on academic rigor in reading, mathematics, writing, and the sciences has demonstrated steady progress across the region. Curriculum revisions and professional development have focused on alignment with the Common Core State Standards. Professional development and curriculum writing are anchored in the use of technology, data analysis, and the utilization of both formative and summative assessments. School improvement plans monitor student achievement in reading, mathematics, writing, and inquiry skills. The district has implemented the use of a technology program to assist in data analysis and curriculum development.

Both schools use a professional learning community (PLC) model where time is allotted for meaningful professional conversation about student achievement. While there has been a steady growth trend, the Region 4 Schools are committed to continuous growth and improvement in meeting our goal of excellence for every student. At JWMS and VRHS, a school-based student assistance team meets weekly to review student attendance issues and plan intervention strategies. Each week students are engaged in an advisory period and an activity period to foster deeper connections between students, staff and the school. School staff members coordinate services for the students within our buildings to improve student attendance and active participation in the school community. If the problem persists, parents are notified by telephone and in writing when their child does not arrive at school, and other actions are taken as outlined by state statutes. At the middle school and high school, students who are identified as at-risk through the SRBI referral process for social, emotional, and/or academic concerns receive intervention support in the following ways: in-class support, small group instruction, one-on-one instruction, counseling, and in-house alternative programming. At VRHS, schedule modifications (late arrival or early dismissal) accommodate community-based internships and are also a successful intervention strategy.

In the area of special education, we have focused on increasing the co-teaching partnerships in our classrooms. Such learning environments have provided students with an exceptional student teacher ratio and opportunities to differentiate and meet individual student needs. Our Professional Development model provides a series of workshops for teaching teams to increase the use of parallel and station teaching to better meet the needs of our diverse student population. These co-teaching teams have benefited from video modeling to expand their teaching repertoire and skill set. Each school has a skills center to provide services within our district for our students most in need of a highly individualized program.

The school websites contain valuable information for parents such as special activities and programs. The website provides parents with information on District Goals, Board of Education minutes, mission statement, Board Policies and a calendar of events. Our School Calendar-Parent Handbook is another vehicle to increase parent-school contact. Additionally, there is a mentor program to assist at-risk students that includes on-going communication with families.

Efforts to Reduce Racial, Ethnic and Economic Isolation

John Winthrop Middle School incorporates overarching themes of diversity, tolerance, and respect in weekly Advisory Connection Team (ACT) lessons for all students. Incoming students from three elementary schools participate in Unity Day events at JWMS to set a tone of acceptance for all students prior to their arrival. For the past four years, students from JWMS have participated in Middlesex Consortium's "Celebrating Differences for a Better Tomorrow" at Wesleyan University. As a result of this conference our students have a greater understanding and appreciation of the diverse world around them. To encourage tolerance and acceptance, all students participate in Mix It Up Day and Positive Youth Development Day activities, which feature opportunities for new interaction between students to celebrate differences and cultivate new relationships. In addition, programs and assemblies are scheduled throughout the year to support efforts to reduce racial, ethnic, and economic isolation.

The Valley Regional High School advisory program (CORE) curriculum for grades 9-12 provides many opportunities for students to engage in activities to raise awareness of discrimination, to prepare students to be active and positive citizens in a diverse, global society, and to promote acceptance of other cultures. Students actively participated in community service with Interact Club, National Honor Society, and Student Council. Students also participated in a school-wide Warriors in the Community service event that involved the entire student body and staff engaged in community service projects in all three of our towns. Each year our students also participate in a number of cultural exchanges to expand their awareness, experience, and interaction with students and families of other cultures. In addition to several educational trips to France and Spain, our students also host students from a variety of other countries.

District Profile and Performance Report for School Year 2018-19

Regional School District 04

Equitable Allocation of Resources among District Schools

Region 4 School District consists of John Winthrop Middle School and Valley Regional High School. Region 4 allocates resources to ensure equity and address needs each year, primarily during the budget process. The budget development process for Region 4 Schools ensures equitable allocation of resources between the two schools in the district. Building and central office administrators develop a proposed budget for the district collaboratively. Specifically, the process begins with a student enrollment projections to determine instructional needs to support student instruction, including but not limited to, staffing, textbooks, instructional supplies, and library media supplies. Analyses of expenditures from the previous school year are conducted. The analyses include review of instructional versus non-instructional costs, study of budgeted vs. actual expenditures, impact on facilities, etc. The budget is reviewed to ensure that it corresponds with requirements of statutes, educational goals, district policies, and collective bargaining agreements. The school budgets are combined to develop a budget that is presented to the citizens of the three towns for approval.

Encl #5

REGIONAL SCHOOL DISTRICT NO. 4 CHESTER • DEEP RIVER • ESSEX



Brian J White
Superintendent of Schools
bwhite@reg4.k12.ct.us

Sarah Smalley
Director of Pupil Services
ssmalley@reg4.k12.ct.us

Kristina Martineau, Ed.D.
Assistant Superintendent of Schools
kmartineau@reg4.k12.ct.us

Kelly Sterner
Finance Director
ksterner@reg4.k12.ct.us

TO: Brian J. White, Superintendent of Schools
FROM: Kristina Martineau, Ed.D., Assistant Superintendent of Schools
DATE: October 5, 2020
SUBJECT: Valley Regional High School School Profile and Transcripts

Context:

In collaboration with central office administration, staff at Valley Regional High School review school profiles and transcripts from high performing school districts in Connecticut, including Fairfield, Darien, New Canaan, Westport, Region 18, Simsbury, Farmington, Guilford, and Madison. The following was considered in this process: class rank, weighted G.P.A., revisions to school profile, and new courses (IB DP). These documents were reviewed by central office administration, VRHS administration, and the VRHS counseling department. It was determined that both the school profile and transcript needed revision to align with other high performing school districts.

Recommendations:

1. Update VRHS School Profile to reflect current course offerings, including improved presentation related to college level courses and the new International Baccalaureate Program. The revision process included review of school profiles used by high performing school districts in Connecticut.

Timeline for changes and implementation: Revisions completed by VRHS administration and counseling department. These changes were reviewed by central office administration and are currently in effect.

2. Revise Valley Regional High School transcript to include weighted G.P.A. utilizing current weighted scale based on class levels (college prep 1.0, honors 1.1, and college level 1.2 courses) and class numerical grades (0-100). For example, if a student earns 85 in a college level course (UConn, Middlesex, AP or IB), the weighted grade is 102. A weighted G.P.A. based on a 4.0 is not possible at this time due to the impact on historical grades in Powerschool.

Develop International Baccalaureate Diploma Program transcript for Class of 2021, the first cohort of ID DP students, at Valley Regional High School.

Add weighted GPA using current scale to VRHS Transcript.

Timeline for changes and implementation: Revisions completed by VRHS administration and counseling department. These changes were reviewed by central office administration and are currently in effect.

3. Implement process to explore other revisions to VRHS transcript, including consideration of class rank on transcript. This process should include opportunities for input from the school community and updates to Region 4 Board of Education.

Timeline for process: Begin review process Spring 2021 with possible implementation for changes starting with class of 2025 or 2026 to minimize impact to historical grades in Powerschool. Any additional changes to G.P.A. scale and calculations will require a second transcript system while Classes of 2022, 2023, 2024, and 2025 are active VRHS students in Powerschool.



VALLEY REGIONAL HIGH SCHOOL

SCHOOL PROFILE 2019-2020

Valley Regional High School is a four year public comprehensive high school serving 578 students. The school serves the communities of Essex, Deep River, and Chester, with a tri-town population of 15,306 (based on the 2010 Census). The school is accredited by the New England Association of Schools and Colleges (NEASC).

CORE VALUES AND BELIEFS

We are committed to developing our students to be inquiring, knowledgeable, and caring people who are willing to take academic risks and work both independently and collaboratively to meet the challenges that face them at personal, community, career, and global levels.

VISION OF THE GRADUATE

VRHS students will learn the skills necessary to be responsible, adaptable, respectful, and ethical in the following academic, social, and civic areas:

- Critical and creative problem solving
- Analysis and evaluation of information
- Personal and professional communication of knowledge for diverse audiences
- Community service and civic engagement
- Personal wellness and accountability

INTERNATIONAL BACCALAUREATE (IB) DIPLOMA PROGRAM

Students in the class of 2021 are the inaugural cohort to enroll in this challenging two year program of study. Available to students in their junior and senior years, the IB program is designed to promote students' international mindedness, personal development, and academic competencies. Students take a course in each of six subject groups and complete the IB Core, including Theory of Knowledge coursework, writing the Extended Essay, and completing the Creativity, Activity, and Service (CAS) Project.

IB, ADVANCED PLACEMENT AND UCONN COURSES

Students have the opportunity to take the following college level courses:

- | | | |
|--|---|-------------------------------------|
| AP Art History | AP French: Language and Culture (FREN 3268) | IB Physics |
| AP Biology (BIOL 1107) | IB French | AP Spanish: Language and Culture |
| IB Biology | IB History | IB Spanish |
| AP Calculus AB | IB Literature | AP Statistics |
| AP Calculus BC | IB Math Analysis | AP Studio Art |
| AP Chemistry (CHEM 1127Q) | IB Math Applications | AP U.S. History |
| AP English Language & Comp. (ENG 1010) | Music Theory (MUSI 1011) | Western Civilization I (HIST 1300) |
| AP English Literature & Comp. | AP Music Theory (MUSI 1012) | Western Civilization II (HIST 1400) |
| French IV (FREN 3250) | | |

GRADUATION REQUIREMENTS

Subject	Credit	Subject	Credit
English	4	Health	1
Mathematics	3	Fine Arts/CTE	1
Science	3	Summer Reading	0.5
Social Studies	3	Capstone	1
Physical Education	1	Electives	8.5

GRADE POINT AVERAGE

The unweighted GPA on a 4.0 scale is provided on the transcript and is calculated using all courses without regard to level. The weighted GPA is provided on the transcript as well. The highest weighted GPA in the class of 2021 is 108.33. World Languages, Algebra 1, and Geometry can be taken in grades 7 and 8 but are not given credit or factored into the GPA.

CLASS RANK

Rank is determined by calculating the Class Rank Score which is the sum of all level and credit weighted final grades divided by the total number of credits, excluding PE and courses taken at a level 0 by the student. Courses are offered at three levels, the ratio weighting being:

- Level AP/IB/UConn - 1.2 x basic grade
- Level 1 Honors - 1.1 x basic grade
- Level 2 College Prep - 1.0 x basic grade

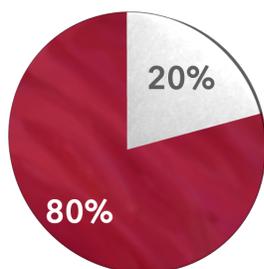
SAT SCORES- MEAN, CLASS OF 2020

	VRHS	Connecticut	National
EBRW*	565	514	489
Math	536	499	479

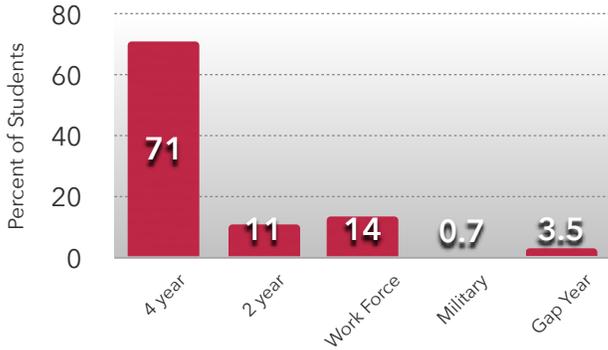
*Evidence Based Reading & Writing

AP SCORES

Of the 117 students who took 214 AP exams, 80% of the scores were 3 or higher.



POST GRADUATION PLANS



OUTSTANDING ACCOMPLISHMENTS

IB World School, Authorized October 2018
 US News ranked VRHS as one of the top schools in the country
 4 commended students in 2019 National Merit Scholar Program
 Gold Award from Heritage Music Festival for Band and Chorus Ensemble selected to perform at CMEA music festival
 6 FCCLA Conference Winners, 1 State Officer
 State Champion Athletics Teams
 Perennial award winning Theater Arts program

LISTING OF SCHOOLS, COLLEGES & UNIVERSITIES ACCEPTING THE GRADUATES OF THE CLASS OF 2020

Alabama State University	Howard University	Rice University	University of Delaware
Albertus Magnus College	Indiana University - Bloomington	Rochester Institute of Technology	University of Edinburgh
Alfred University	Iona College	Roger Williams University	University of Hartford
American University	Ithaca College	Rutgers University-New Brunswick	University of Kentucky
Barnard College	James Madison University	Sacred Heart University	University of Lynchburg
Bates College	Keene State College	Saint Anselm College	University of Maine
Bay Path University	Kent State University	Saint Mary's College of California	University of Maryland, College Park
Bentley University	King's College London	Saint Michael's College	University of Massachusetts Amherst
Bocconi University - Milan	Lasell University	Salem State University	University of Massachusetts Boston
Boston University	Leiden University College The Hague	Salve Regina University	University of Massachusetts Dartmouth
Bridgewater State University	Loyola University Chicago	Sarah Lawrence College	University of Miami
Bryant University	Loyola University Maryland	Savannah College of Art and Design	University of Mississippi
Butler University	Maine Maritime Academy	Seton Hall University	University of Montana
Carnegie Mellon University	Manhattan College	Shenandoah University	University of New Hampshire
Case Western Reserve University	Manhattanville College	Siena College	University of New Haven
Central Connecticut State University	Marymount Manhattan College	Simmons University	University of North Carolina Greensboro
City College of New York CUNY	Massachusetts College of Art and Design	Smith College	University of North Carolina Wilmington
Clark University	Merrimack College	Southern Connecticut State University	University of Oklahoma - Norman Campus
Clemson University	Messiah College	Southern New Hampshire University	University of Pittsburgh
Colby-Sawyer College	Middlebury College	Springfield College	University of Rhode Island
College of Charleston	Middlesex Community College	St. Lawrence University	University of Rochester
College of the Atlantic	Montana State University	Stevens Institute of Technology	University of Saint Joseph
College of the Holy Cross	Mount Aloysius College	Stone Brook University SUNY	University of South Carolina - Columbia
Cornell University	Muhlenberg College	Stonehill College	University of South Florida
Curry College	Nazareth College	Suffolk University	University of Tampa
Dalhousie University	New England College	SUNY College of Environmental Science and Forestry	University of Texas at Austin
Dartmouth College	New England Institute of Technology	SUNY College of Technology at Alfred	University of Vermont
Dean College	New York Institute of Technology	Syracuse University	University of Vermont (School of Business Administration)
DePaul University	North Carolina State University Raleigh	Temple University	University of Waterloo
Dickinson College	North Central College	Texas A&M University	University of Wisconsin - Madison
Drexel University	Northeastern University	Texas Christian University	University of Wisconsin - Stevens Point
Eastern Connecticut State University	Northeastern University (College of Science)	The Citadel, The Military College of South Carolina	University of Wyoming
Eastern University	Norwich University	The College of New Jersey	Valley Forge Military College
Eckerd College	Ohio State University	The George Washington University	Vassar College
Emmanuel College	Old Dominion University	The Hague University of Applied Sciences	Virginia Polytechnic Institute and State University
Emmanuel College - Boston	Pace University - New York	The New School	Wentworth Institute of Technology
Emory University	Paul Smiths College of Arts and Science	Three Rivers Community College	Wesleyan University
Endicott College	Pennsylvania State University	Union College - Schenectady	West Chester University of Pennsylvania
Evergreen State College	Pepperdine University	University of Alabama	West Virginia University
Fairfield University	Plymouth State University	University of Arizona	Western Connecticut State University
Flagler College - St. Augustine	Providence College	University of Bridgeport	Western New England University
Fordham University	Purdue University	University of California - Davis	Westfield State University
Fort Lewis College	Quinnipiac University	University of Colorado at Boulder	Williams College
Franklin and Marshall College	Regis College	University of Connecticut	Worcester Polytechnic Institute
Georgia Institute of Technology	Rensselaer Polytechnic Institute	University of Connecticut at Avery Point	Xavier University
Gettysburg College	Rhode Island College	University of Dayton	Yale University
High Point University	Rhodes College		
Hofstra University			

ADMINISTRATION

Brian J. White, Superintendent
 Dr. Kristina J. Martineau, Assistant Superintendent
 Michael K. Barile, Principal
 Dr. Carolyn H. Gbunlee, Associate Principal

SCHOOL COUNSELING DEPARTMENT

Lorraine Duffy, Counselor
 Sarah McKinney, Counselor
 Kori Milardo, Counselor

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
OBJECT 100 - SALARIES:							
TOTAL SALARIES		10,732,732	25,508	10,758,240	2,289,472	6,882,969	1,585,799
OBJECT 200 - EMPLOYEE BENEFITS:							
TOTAL EMPLOYEE BENEFITS		4,110,266	13,852	4,124,118	1,401,207	2,326,187	396,724
OBJECT 300 - PURCHASED & TECHNICAL SERVICES:							
TOTAL PURCHASED & TECHNICAL SERVICES		493,119	71,524	564,643	74,396	252,965	237,282
OBJECT 400 - PURCHASED PROPERTY SERVICES:							
TOTAL PURCHASED PROPERTY SERVICES		1,105,039	-	1,105,039	411,857	496,347	196,835
OBJECT 500 - OTHER PURCHASED SERVICES:							
TOTAL OTHER PURCHASED SERVICES		2,273,042	(39,610)	2,233,432	499,595	1,297,594	436,243
OBJECT 600 - SUPPLIES:							
5641	Textbooks & Workbooks						
TOTAL SUPPLIES		648,727	250	648,977	110,671	241,134	297,172
OBJECT 700 - PROPERTY:							
TOTAL PROPERTY		39,161	-	39,161	6,453	5,692	27,016
OBJECT 800 - OTHER OBJECTS:							
TOTAL OTHER OBJECTS		222,455	-	222,455	115,366	5,845	101,244
	Debt Service	19,624,541	71,524	19,696,065	4,909,017	11,508,734	3,278,315
		1,539,200		1,539,200	220,650	-	1,318,550
	TOTAL EXPENDITURES	21,163,741	71,524	21,235,265	5,129,667	11,508,734	4,596,865

Regional School District 4
FY 2020-2021 Year-to-date Report as of 10-30-2020

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
OBJECT 100 - SALARIES:							
5111	Administration	586,435	-	586,435	199,171	475,520	(88,256)
5112	Department Coordinators Salary	77,634	-	77,634	-	-	77,634
5113	Teachers	6,348,256	-	6,348,256	1,212,398	4,936,772	199,086
5114	Secretary Salary	359,890	-	359,890	95,710	283,996	(19,816)
5115	Custodial Service	647,793	-	647,793	225,894	372,493	49,405
5116	Nurse Salary	107,583	-	107,583	22,378	82,085	3,120
5118	Cafeteria Salary	188,692	-	188,692	20,147	-	168,545
5119	Para Educators	749,297	25,508	774,805	119,972	-	654,833
5123	Substitute Teachers	120,000	-	120,000	28,334	-	91,666
5124	Substitute Secretary/Para-ed	7,300	-	7,300	716	-	6,584
5133	Extra-Curricular	442,035	-	442,035	4,138	12,891	425,006
5134	Secretary OT/BOE Clerk Salary	1,000	-	1,000	-	-	1,000
5135	Custodian OT	15,000	-	15,000	1,009	-	13,991
5190	Bldg Rental Reimb	3,000	-	3,000	-	-	3,000
5198	Supervision District Salary	1,078,817	-	1,078,817	369,606	719,211	-
TOTAL SALARIES		10,732,732	25,508	10,758,240	2,289,472	6,882,969	1,585,799
OBJECT 200 - EMPLOYEE BENEFITS:							
5210	Health Insurance	2,952,289	11,906	2,964,195	1,045,049	1,907,240	11,906
5214	Life Insurance	11,907	-	11,907	2,281	-	9,626
5222	MERF	196,385	-	196,385	60,115	-	136,270
5223	FICA/Medicare	290,965	-	290,965	57,218	-	233,747
5250	Unemployment Compensation	30,000	1,946	31,946	8,568	12,049	11,329
5260	Worker's Compensation	75,192	-	75,192	41,693	58,333	(24,834)
5291	Annuities	30,680	-	30,680	12,000	-	18,680
5298	Supervision District Fringe Benefits	522,848	-	522,848	174,283	348,565	-
TOTAL EMPLOYEE BENEFITS		4,110,266	13,852	4,124,118	1,401,207	2,326,187	396,724

Regional School District 4
 FY 2020-2021 Year-to-date Report as of 10-30-2020

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
OBJECT 300 - PURCHASED & TECHNICAL SERVICES:							
5321	Purchased Services						
	1109 Music	650	-	650	-	-	650
	2410 Principal's Office	2,000	-	2,000	-	2,000	-
	2904 National Honor Society	2,000	-	2,000	544	85	1,372
	TOTAL PURCHASED SERVICES	4,650	-	4,650	544	2,085	2,022
5322	Instructional Program Improvement						
	1190 After School Program & Assembly Speakers	9,600	-	9,600	-	-	9,600
	2310 Teacher Course Reimbursement	17,000	-	17,000	825	-	16,175
	TOTAL INSTR. PROGRAM IMPROVE	26,600	-	26,600	825	-	25,775
5330	Other Professional Services						
	1203 Homebound Instruction	43,000	-	43,000	1,473	-	41,527
	1215 Special Education	34,248	-	34,248	-	-	34,248
	2134 Health	1,000	-	1,000	-	-	1,000
	2135 Occ/Phys Therapy	2,657	-	2,657	-	-	2,657
	2310 Purchased Services	35,658	-	35,658	7,000	28,000	658
	2901 Athletics	59,000	-	59,000	1,194	2,097	55,709
	TOTAL OTHER PROF SERVICES	175,563	-	175,563	9,667	30,097	135,799
5340	Technical Services						
	2310 Board of Education	95,000	-	95,000	9,658	41,856	43,486
	2600 Plant Services	30,200	71,524	101,724	-	71,524	30,200
	TOTAL TECHNICAL SERVICES	125,200	71,524	196,724	9,658	113,380	73,687
5398	Supervision District Purchased Svcs	161,106	-	161,106	53,702	107,404	-
	TOTAL PURCHASED & TECHNICAL SERVICES	493,119	71,524	564,643	74,396	252,965	237,282
OBJECT 400 - PURCHASED PROPERTY SERVICES:							
5412	Electricity	365,000	-	365,000	79,759	256,241	29,000
5422	Snow Plowing	24,000	-	24,000	-	-	24,000
5430	Repairs & Maintenance						
	1101 Art	500	-	500	-	-	500
	1105 Life Management	800	-	800	-	-	800
	1106 Technical Education	3,000	-	3,000	1,021	-	1,979
	1109 Music	1,800	-	1,800	200	-	1,600
	1112 Science	2,000	-	2,000	-	-	2,000
	1207 Technology	2,500	-	2,500	-	110	2,390
	2410 Principal's Office	8,000	-	8,000	195	265	7,540
	2600 Plant Operations/Security	355,321	-	355,321	142,579	149,206	63,536
	2901 Athletics	59,022	-	59,022	11,321	17,468	30,233
	TOTAL REPAIRS & MAINTENANCE	432,943	-	432,943	155,316	167,049	110,578

Regional School District 4
FY 2020-2021 Year-to-date Report as of 10-30-2020

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
5440	Rentals						
1190	Copiers	71,000	-	71,000	17,338	49,526	4,136
1207	Technology Lease	174,644	-	174,644	148,633	-	26,011
2410	Principal's Office	7,800	-	7,800	2,323	3,077	2,400
2600	Plant Operations	3,000	-	3,000	1,271	1,425	304
2903	Graduation	5,000	-	5,000	-	4,595	405
	TOTAL LEASES	261,444	-	261,444	169,565	58,623	33,256
5498	Supervision District Purchased Property Services	21,652	-	21,652	7,217	14,435	-
	TOTAL PURCHASED PROPERTY SERVICES	1,105,039	-	1,105,039	411,857	496,347	196,835
	OBJECT 500 - OTHER PURCHASED SERVICES:						
5510	Transportation Voc Ed	55,218	-	55,218	4,073	44,927	6,218
5511	Out-of-District Transportation	337,827	-	337,827	28,568	248,599	60,660
5515	Field Trips	10,950	-	10,950	-	-	10,950
5516	Athletic Transportation	86,175	-	86,175	-	79,875	6,300
5517	Late Bus	33,409	-	33,409	-	-	33,409
5520	Comprehensive Insurance	124,534	-	124,534	74,254	38,916	11,364
5530	Communications	16,500	-	16,500	2,920	6,460	7,120
5540	Advertising	500	-	500	-	-	500
5560	Magnet & VoAg Tuition	40,254	-	40,254	-	-	40,254
5561	Out-of-District Tuition	1,137,605	(39,360)	1,098,245	250,140	604,837	243,268
5580	Travel & Conferences	19,100	(250)	18,850	2,651	-	16,199
5598	Supervision District Other Purchased Services	410,970	-	410,970	136,990	273,980	-
	TOTAL OTHER PURCHASED SERVICES	2,273,042	(39,610)	2,233,432	499,595	1,297,594	436,243
	OBJECT 600 - SUPPLIES:						
5610	General Supplies	71,920	-	71,920	19,576	9,281	43,063
5611	Instructional Supplies						
1101	Art	18,740	-	18,740	7,992	3,141	7,607
1102	Business	4,911	-	4,911	271	-	4,641
1103	English	942	-	942	-	-	942
1104	World Languages	956	-	956	430	-	526
1105	Life Management	12,000	-	12,000	1,600	132	10,268
1106	Technical Education	22,607	-	22,607	2,950	270	19,387
1108	Math	4,500	-	4,500	694	-	3,806
1109	Music	7,025	-	7,025	1,915	1,761	3,349
1110	Physical Ed/Health	1,945	-	1,945	1,248	243	454
1111	Reading	2,500	-	2,500	131	16	2,353
1112	Science	11,238	-	11,238	80	612	10,546
1113	Social Studies	600	-	600	-	-	600
1114	Computer Education	800	-	800	-	-	800

Regional School District 4
 FY 2020-2021 Year-to-date Report as of 10-30-2020

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
	1190 Other Education	31,900	-	31,900	1,833	9,115	20,952
	1207 Technology Services	23,650	-	23,650	1,673	142	21,835
	1210 Gifted & Talented	3,000	-	3,000	-	-	3,000
	1215 Special Ed	25,510	-	25,510	6,872	1,038	17,600
	1220 Social Development	1,000	-	1,000	-	-	1,000
	2113 Social Worker	210	-	210	-	-	210
	2120 Guidance & Testing	-	-	-	-	-	-
	AP Exams / IB Exams / Guidance Supplies	21,010	-	21,010	1,336	67	19,608
	2134 Health	130	-	130	66	63	1
	2222 Library	7,153	-	7,153	1,280	251	5,622
	2223 Audio/Visual/ Tech Services	7,700	-	7,700	-	-	7,700
	2410 Principal's Office	2,400	-	2,400	-	-	2,400
	2901 Athletics	43,310	-	43,310	8,340	1,298	33,672
	TOTAL GENERAL SUPPLIES	255,737	-	255,737	38,711	18,148	198,878
5613	Maintenance Supplies	41,000	-	41,000	12,869	28,131	-
5623	Bottled Gas	750	-	750	-	-	750
5624	Heating Fuel	147,600	-	147,600	1,816	145,784	-
5626	Gasoline	1,340	-	1,340	155	1,185	-
5641	Textbooks & Workbooks						
	1101 Art	630	-	630	-	-	630
	1102 Business	5,801	-	5,801	2,559	114	3,128
	1103 English	7,540	-	7,540	1,758	-	5,782
	1104 World Languages	870	250	1,120	232	-	889
	1105 Life Management	210	-	210	-	-	210
	1106 Technical Education	420	-	420	-	-	420
	1108 Math	4,999	-	4,999	2,313	-	2,686
	1109 Music	1,645	-	1,645	308	-	1,337
	1110 Physical Ed/Health	345	-	345	-	-	345
	1112 Science	7,651	-	7,651	-	-	7,651
	1113 Social Studies	6,158	-	6,158	3,243	-	2,915
	1114 Computer Education	875	-	875	-	-	875
	1190 Other Education	12,810	-	12,810	7,636	-	5,174
	1210 Gifted & Talented	525	-	525	-	-	525
	1215 Special Ed	6,745	-	6,745	-	-	6,745
	2120 Guidance & Testing	250	-	250	250	-	-
	2134 Health	170	-	170	-	-	170
	TOTAL TEXTBOOK & WORKBOOKS	57,644	250	57,894	18,299	114	39,481
5642	Library & Professional Books	15,000	-	15,000	-	-	15,000
5698	Supervision District Supplies	57,736	-	57,736	19,245	38,491	-
	TOTAL SUPPLIES	648,727	250	648,977	110,671	241,134	297,172

Regional School District 4
FY 2020-2021 Year-to-date Report as of 10-30-2020

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
OBJECT 700 - PROPERTY:							
5624 Equipment							
	1101 Art	2,900	-	2,900	-	-	2,900
	1105 Life Management	1,600	-	1,600	-	-	1,600
	1106 Technical Education	250	-	250	-	-	250
	1109 Music	8,660	-	8,660	750	5,692	2,218
	1113 Social Studies	1,500	-	1,500	-	-	1,500
	1215 Special Ed	550	-	550	-	-	550
	2120 Guidance	400	-	400	-	-	400
	2222 Library	250	-	250	-	-	250
	2600 Plant Operations	23,051	-	23,051	5,703	-	17,348
	TOTAL EQUIPMENT	39,161	-	39,161	6,453	5,692	27,016
5798	Supervision District Equipment	-	-	-	-	-	-
TOTAL PROPERTY		39,161	-	39,161	6,453	5,692	27,016
OBJECT 800 - OTHER OBJECTS:							
5810 Dues & Fees							
	1101 Art	995	-	995	-	-	995
	1102 Business	375	-	375	-	-	375
	1103 English	350	-	350	-	-	350
	1104 World Languages	320	-	320	-	-	320
	1106 Technical Education	375	-	375	-	-	375
	1108 Math	629	-	629	-	-	629
	1109 Music	7,903	-	7,903	437	1,625	5,841
	Reading	200	-	200	-	-	200
	1112 Science	250	-	250	-	-	250
	1113 Social Studies	774	-	774	-	-	774
	1210 Gifted & Talented	7,269	-	7,269	489	-	6,780
	1215 Special Ed	4,160	-	4,160	-	-	4,160
	2120 Guidance	1,388	-	1,388	505	-	883
	2222 Library	20,401	(1,500)	18,901	5,065	654	13,181
	2310 BOE	2,499	-	2,499	4,844	-	(2,345)
	2410 Principal's Office	19,330	1,500	20,830	17,770	70	2,990
	2600 Plant Operations	2,350	-	2,350	780	480	1,090
	2901 Athletics	17,735	-	17,735	6,057	180	11,498
	2908 Virtual High School/IB Program	30,898	-	30,898	13,000	-	17,898
	TOTAL DUES & FEES	118,201	-	118,201	48,948	3,009	66,244
5930 Transfers Out							
	3200 Capital Reserve Fund	35,000	-	35,000	-	-	35,000
	3200 Capital Projects	65,000	-	65,000	65,000	-	-
	TOTAL DUES & FEES	100,000	-	100,000	65,000	-	35,000

Regional School District 4
 FY 2020-2021 Year-to-date Report as of 10-30-2020

Object	Description	2020-2021 Original Budget	2020-2021 Transfers	2020-2021 Revised Budget	2020-2021 Actual Expense YTD	2020-2021 Encumbrances	2020-2021 Available
5898	Supervision District Other Objects	4,254	-	4,254	1,418	2,836	-
	TOTAL OTHER OBJECTS	222,455	-	222,455	115,366	5,845	101,244
		19,624,541	71,524	19,696,065	4,909,017	11,508,734	3,278,315
	Debt Service	1,539,200		1,539,200	220,650	-	1,318,550
	TOTAL EXPENDITURES	21,163,741	71,524	21,235,265	5,129,667	11,508,734	4,596,865

**Claim Rates for SNP
Rate Year: July 1, 2020 to June 30, 2021**

Federal Reimbursement Rates

National School Lunch Program	
60% or More	Less Than 60%
Free	3.5300
Reduced	3.1300
Paid	0.3500

School Breakfast Program	
Severe Need	Non-Severe Need
Free	2.2600
Reduced	1.9600
Paid	0.3200

After School Meal Supplements	
Area Eligible	Regular
Free	0.9600
Reduced	N/A
Paid	0.4800

Special Milk Program	
Paid	0.2025

Federal Performance-Based Reimbursement Rates

July	0.0700	November	0.0700	March	0.0700
August	0.0700	December	0.0700	April	0.0700
September	0.0700	January	0.0700	May	0.0700
October	0.0700	February	0.0700	June	0.0700

Region 4

Medical Reserve Tracking 2020-2021

Expenses	July	August	Sept.	October	Nov.	Dec.	January	February	March	April	May	June	Total
First Week	66,826	86,057	67,443	95,622									315,947
2nd Week	322,925	218,030	143,857	242,838									927,650
3rd Week	74,341	74,247	80,233	39,791									268,613
4th Week	32,710	94,033	119,007	76,994									322,744
5th week		26,420											26,420
H S A Payments	220,490	29,429	15,876	26,612									292,408
Medicare Supp.	9,186		12,538	14,179									35,903
Miscellaneous exp	1,527	10,000		10,000				10,000			10,000		41,527
Total Expenses	717,292	528,216	438,954	506,037									2,190,498
Monthly Revenue	July	August	Sept.	October	Nov.	Dec.	January	February	March	April	May	June	Total
Supv Dist.	103,364	103,364	103,364	103,364	103,368	103,369	103,370	103,371	103,372	103,373	103,374	103,375	1,240,428
Reg 4	329,834	238,405	238,405	238,405	238,405	238,405	238,405	238,405	238,405	238,405	238,405	238,405	2,952,289
Chest. BOE	76,790	57,389	57,389	57,389	57,389	57,389	57,389	57,389	57,389	57,389	57,389	57,389	631,279
Deep River BOE	54,392	54,392	54,392	54,392	54,392	54,392	54,392	54,392	54,392	54,392	54,392	54,392	652,704
Essex BOE	118,784	85,260	85,260	85,260	85,260	85,260	85,260	85,260	85,260	85,260	85,260	85,260	1,056,644
First Pay EE	679		51,794	62,314	67,600	67,600	67,600	67,600	67,600	67,600	67,600	67,600	655,588
Second Pay EE			62,380	67,600	67,600	67,600	67,600	67,600	67,600	67,600	67,600	67,600	670,780
TRB	12,274			14,474									26,748
Retirees	58,363	19,741	23,169	31,505									132,778
Other Rev.													-
Total Revenue	754,480	558,551	676,153	714,704									8,019,238
Net Rev/Exp/Month	37,189	30,335	237,199	208,667	-	-	-	-	-	-	-	-	
Self Insured cash balance at month end	\$ 1,115,568	\$ 1,003,654	\$ 1,250,117	\$ 1,518,673									

Revenue 8,019,238
 Expenses 2,190,498
 Net Position 5,828,739

Health Savings Account Policy

CGS 10-183 (T) requires that retired/certified employees be given the opportunity to purchase the Health insurance of the last employing BOE at the group rate.

This document is a working projection of medical revenue and expenses as a tool for projecting the District's fiscal position.

REGIONAL SCHOOL DISTRICT NO. 4
CHESTER • DEEP RIVER • ESSEX

Brian J. White
 Superintendent of Schools
 bwhite@reg4.k12.ct.us

Sarah Smalley
 Director of Pupil Services
 ssmalley@reg4.k12.ct.us



Kristina Martineau, Ed.D.
 Assistant Superintendent of Schools
 kmartineau@reg4.k12.ct.us

Kelly Sterner
 Finance Director
 ksterner@reg4.k12.ct.us

July 14, 2020

REGIONAL SCHOOL DISTRICT NO. 4
 Single State Audit Corrective Action Plan – FY 2018-2019

(note: this supersedes a plan submitted on June 10th in order to clarify the entity responsible for the submission)

William Plummer
 Office of Policy and Management
 1379 Municipal Finance Service Unit
 450 Capitol Avenue MS-54MFS
 Hartford, Connecticut 06106

AUDIT FINDINGS

Finding Reference Number 2019-001

Description of Finding and Corrective Action:

That the district identify and develop procedures to ensure that nonstandard manual journal entries are recorded accurately and timely in the general ledger.

Activities completed during 2019-2020:

- a. There have been staff changes in key leadership positions in the district's business office. Additionally, existing positions and their associated responsibilities have been reorganized to promote department efficiency and effectiveness. We have improved the internal operations of the business office to better serve the needs of the system and the communities it serves.
- b. Staff has worked in concert with an outside consultant during the 2019-2020 year to ensure the accurate recording of journal entries in the general ledger.
- c. A member of the staff of Mahoney/Sabol has worked with staff to give training in journal entries.

Next steps for 2020-2021:

- d. Ongoing professional development will occur to meet the complex, changing needs of the department (example: MUNIS financial management software has a training document on general ledger transactions, which has been printed out to guide the staff doing journal entries.)
- e. We will be contracting with experts to provide expanded staff training on journal entry.
- f. Working with a financial consultant, the "due to and due from" process has been identified in step by step procedures in a formal, written communication. Staff will periodically review accounts, research any discrepancies and record any necessary adjusting entries.

That the district develop procedures to ensure that account reconciliations for all balance sheet accounts are performed on a periodic basis.

- a. We will implement a process of reconciling bank accounts (bank statements and internal record review) on a monthly basis. A staff member has been assigned to reconcile the monthly statements. A second staff member will review for accuracy and compliance on a quarterly basis.

- b. Other balance sheet accounts will be reviewed at least on a quarterly basis by the assistant finance director. A final review will be conducted by the finance director and adjustments made as needed.
- c. Going forward we will work to ensure all necessary accrual and fiscal year end adjusting entries are made in all funds prior to the auditors final fieldwork.

That the Superintendent or his designee, monitor the completion of account reconciliations;

- a. All journal entries will be made by assigned individuals from the business office and will be reviewed by the finance director monthly.
- b. Annually, an auditor will review the results and procedures mid-year to insure accuracy of the work.

That the District evaluate whether additional resources, including the use of a consultant, and/or training are needed to address the identification deficiencies.

In addition to the steps outlined in this plan, additional steps will be taken by the finance director to continue to review, identify, and resolve deficiencies. For the 2020-2021 school year, the business manager and assistant business manager positions have been reorganized and restructured into two new positions: finance director and assistant finance director. Funding has been included in the 2020-2021 budget for these restructured positions and new scope of responsibilities.

Statement of Concurrence: The District intends to take the appropriate actions as detailed above to strengthen its internal control and remedy the conditions giving rise to the reported deficiency.

If the Office of Policy and Management and/or Oversight Agency has questions regarding this Plan, please call Kelly Sterner, Finance Director at 860-526-2417, extension 1462.

Sincerely yours,



Brian J. White, Superintendent

Cc: Kelly Sterner, Finance Director
Michael VanDeventer, MahoneySabol
Audit File

Encl #10

REGIONAL SCHOOL DISTRICT NO. 4
CHESTER • DEEP RIVER • ESSEX



Brian J. White
Superintendent of Schools
bwhite@reg4.k12.ct.us

Sarah Smalley
Director of Pupil Services
ssmalley@reg4.k12.ct.us

Kristina Martineau, Ed.D.
Assistant Superintendent of Schools
kmartineau@reg4.k12.ct.us

Kelly Sterner
Finance Director
ksterner@reg4.k12.ct.us

October 28, 2020

To: Brian White, Superintendent of Schools

From: Kelly Sterner, Finance Director 

RE: Employee Assistance Program (EAP)

While many school districts offer an Employee Assistance Program (EAP) as part of their employee benefits, according to our insurance agent Joe Spurgeon of Lindberg and Ripple who has served as our agent for many years, Regional School District No 4 has never provided such a program.

The increased job stress for employees and their families, due in particular to COVID, has emphasized the need for such a program. Working with Joe Spurgeon, we have identified a robust and economical EAP to offer our employees. Please reference the attached proposal that provides an overview of the services. The program is through Anthem and cost \$1.09 per employee/per month or \$13.08 per employee annually. With a current total workforce of 340 employees, the total cost for the remainder of this fiscal year will total \$2,964.80 and will be funded by our self-insured health benefits account.

The EAP benefits are available not only to the employee, but include all household members. Working closely with Anthem, we plan to roll out the program as of November 1, 2020.

Anthem Employee Assistance Program

Regional School District #4

An Integrated Approach to Care

At Anthem, our philosophy is guided by the knowledge that an integrated approach to care is the most effective way to help an individual. As such, our goal is to create and deliver high quality services that address physical and emotional well-being. Anthem's Employee Assistance Program (EAP) plays a key role in this strategy. Our EAP integrates with our Medical, Clinical, and Behavioral Health programs to provide a suite of services that meet every day needs as well as more complex, co-morbid conditions.

With access to an extensive network of licensed professionals, Anthem EAP offers a broad array of services to assist members with life's challenges, including personal, legal, financial, and dependent care needs. The EAP is available 24/7 by phone or website, providing confidential access to customer care specialists and licensed clinicians at any time. Help is just a call or click away.

In addition to helping members, our EAP offers employer services that strengthen your organization's response to workplace issues. An EAP helps to improve productivity and employee engagement; reduce workplace absenteeism and unplanned absences; and aids in managing the effect of critical events in the workplace.¹ With our EAP your organization will have a suite of tools and resources to help address these important concerns.

Anthem EAP – A History of Excellence

We have provided robust and comprehensive EAP and work-life services combined with superior clinical expertise and account management for more than 30 years to thousands of employers (large and small, public and private, domestic and international) and serving millions of their employees and family members. Our EAP is uniquely positioned to support and enhance Anthem's complete line of behavioral, medical, wellness and life and disability products to help all Anthem members on their journey to total wellbeing. More importantly, our EAP gets results. Anthem Analytics compared members with Anthem medical and our EAP versus those with an external EAP. Our integrated approach to care resulted in a \$7.00 per member per month medical cost savings². In other studies 67% of those using the EAP were able to resolve their concerns without using the behavioral health benefit³ while 90% reported better workplace performance⁴.

Our Proposal

We are pleased to present this proposal to you as a comprehensive overview of our proven program capabilities. Our proposal describes how we can meet the needs of your employees, provide resources for leaders, improve your organization's productivity, and help support your overall approach to health and wellness. Services that are available through our EAP include the following:

- 24/7 telephone accessibility for consultation and referral
- Counseling sessions, in-person or virtually via LiveHealth Online
- Work-life services, including child and elder care resources
- Unlimited access to the EAP website for tools, information and referral
- One legal consultation, up to 30 minutes per issue per benefit year
- Telephone financial consultations
- Identity monitoring
- Printed member material including a brochure, flyers and poster
- myStrength, an online and mobile app to help manage stress, depression and other concerns
- Case management consultation for mandatory referrals and return-to-work cases
- On-site training seminars including supervisor orientations
- Critical Incident Response (CIR) coordination
- EAP utilization report
- A designated EAP client consultant

Always Accessible

Anthem's EAP provides immediate, confidential access to information, referrals and crisis assistance for employees and their household members 24 hours a day, seven days a week. Callers to the EAP never receive a busy signal, ensuring direct access to a customer care representative or clinician. In addition, services may be accessed via the EAP website.

Routine Contacts

Our EAP customer care representatives serve all members with sensitivity as they collect demographic information and refer them to available providers typically located near home or work.

The member may contact one or several providers to determine which one will best meet their needs. Many of our EAP providers offer evening and weekend appointments, and most routine appointments occur within three days.

Counseling Visits: Face-to face or Online

Our EAP has always offered the opportunity to meet with a clinical professional for face-to-face sessions. However, in today's connected world more and more people are interested in receiving health services in innovative formats. As part of our drive to meet this need we are now offering online video EAP counseling sessions via LiveHealth Online. Members can simply call the EAP toll free number and request online counseling, which can be accessed from a computer, tablet, or smartphone.

Emergencies

We offer immediate telephonic consultation 24/7 with a Master's level EAP clinician for individuals in crisis. The EAP clinician de-escalates the caller and connects them with an appropriate resource for in-person services.

Other Languages and Contact Options

We maximize our communications capabilities via CyraCom telephonic translation, which offers translation support for more than 100 different languages. Regardless of language needs, any EAP member may communicate easily with Anthem's associates through this toll-free service. We train all member-facing associates how to communicate with members from diverse backgrounds.

Providing EAP services in a culturally competent manner allows us to ensure members receive the services they need to improve their well-being. Many of our EAP providers speak more than one language, and our EAP customer care representatives are well versed in matching members to providers with whom they are most comfortable communicating. Nationally, nearly 3,500 EAP providers offer clinical services to a multicultural population. In addition, our EAP network includes more than 1,000 providers who speak at least one language other than English.

The EAP has fully navigable versions of the website in English and Spanish. Our representatives and clinicians can assist hearing-impaired members through TDD and TTY services, and provide large-print and Braille print materials upon request.

Nationwide Provider Networks

Our nationwide network of over 23,000 EAP professionals means your employees and their families have a choice, whether at home, away at school or traveling throughout the United States, Puerto Rico or the U.S. Virgin Islands.

Anthem's EAP providers consist of psychologists, social workers, marriage and family therapists, counselors and psychiatric nurses who have successfully completed the network selection and credentialing criteria for participating providers.

In addition, 93% of EAP providers are also members of the BlueCard® PPO network for mental health/substance abuse providers. The remaining providers are EAP experts who choose to specialize in mandated referrals, substance abuse evaluations, return-to-work transitions and other workplace issues.

Continuity of Care

In a given year approximately one in five adults aged 18 or older (43.8 million or 18.6% of the U.S. population) experiences a mental illness and of these only 17.5 million (40%) receive mental health services.⁵ Anthem's integrated approach to care can help address this gap. Our care management teams can easily connect members with EAP services during the course of their interaction, making sure they get the emotional support and practical resources they need.

For members with behavioral health benefits, our EAP associates and providers assist in navigating the system and coordinating care among all available benefits and services. If needed, EAP members may remain in counseling with the same provider through their behavioral health benefit after exhausting their EAP counseling sessions.

Anthem's EAP providers are members of the community who can help members identify appropriate and affordable resources within their local area. This often includes referrals to local service agencies or other resources if an individual does not have health insurance or cannot afford a copayment.

EAP Website – Tools and Resources

Orientation Webcast

Our online orientation introduces employees, managers and family members to EAP services. Viewers learn how the EAP works, and when and how to contact us, all while emphasizing program confidentiality.

Online Resources

Our comprehensive website features highly intuitive navigation of seven content categories: Aging, Balancing, Living, Parenting, Thriving, Working and International. Members can log on at any time to find information on these topics as well as child and elder care resources, convenience services, and more. In addition, the website provides a suite of tools for managers and supervisors to help them support employee productivity.

Online EAP Provider Locator

Members can log on anytime of the day or night to our new EAP Member Center to find an EAP provider who is in both the Anthem EAP and behavioral health networks. Visitors can also review their previous activities, such as provider searches or inquiries to the EAP.

Online Centers

EAP online centers include articles, resource links, calculators, self-assessments, audio and video files, online courses and online seminars, as well as these special areas:

- Monthly Promotions provides updated articles, resource links and a poll that supports the monthly promotional theme
- The Legal/Financial/ID Monitoring Center collects financial and legal items into one place for member convenience
- Critical Event Support materials that can help your organization and your employees cope after a traumatic event
- An Addiction and Recovery Center with tools and resources to help members address these complex concerns

- Our Savings Center is a discount shopping program offering discounts of up to 25% on name brand, practical and luxury items
- The Let's Talk Depression Center which offers support and education on this important topic

Our Enhanced EAP offers the ability to add customized Centers for topics your organization would like to promote

myStrength

Our EAP offers access to myStrength, a "health club for the mind." myStrength provides a tailored online experience to help members address stress, anxiety, depression, substance abuse and other issues related to emotional wellbeing. It brings together Cognitive Behavioral Therapy applications, mindfulness based techniques and self-help resources to create a sophisticated, technology driven experience. myStrength includes inspirational videos, mood mapping, e-learning modules, and other engagement focused activities, all focused on meeting member needs.

Work-Life Services

More adults report that their stress is increasing rather than decreasing. Significant sources of stress include money (75%), work (70%), the economy (67%), relationships (58%), family responsibilities (57%), family health problems (53%), personal health concerns (53%), job stability (49%), and housing costs (49%).⁶ Our work-life services help address these concerns by providing tangible resources to assist members. We can help with locating legal or financial professionals, finding appropriate care for a loved one, accessing moving and relocation resources, connecting with nearby contractors for home repair, quitting smoking and more. Services include:

Financial Consultations

Members requesting financial services will be warm transferred to qualified financial counselors and educators. Members can receive a telephonic consultation without an appointment Monday through Friday during both day and evening hours with pre-scheduled sessions available on Saturday. Counselors do not sell or endorse specific products and make referrals only to non-profit services. If desired by the caller, an appointment convenient to his or her schedule may be made for a detailed consultation (usually lasting about one hour) regarding the caller's most pressing financial issues. The financial counselor will send the caller any worksheets and educational materials related to the topic of their scheduled conversation and a reminder of the appointment date.

After the appointment is finished, the counselor will e-mail and/or mail a summary of goals and steps to the caller, along with any additional, applicable, educational materials, as well as a quality survey.

The most common financial issues addressed include:

- Bankruptcy
- Budgeting (to cope with reduction in household earnings, to reduce debt, to save, and household budgeting)
- Buying a home for the first time
- Major life event planning (wedding, adoption, divorce)
- College fund planning
- Credit card debt (lowering rates, consolidating debt)
- Retirement planning

- Foreclosure prevention

Additionally, for members requesting financial planning services beyond the initial consultation, Anthem EAP can provide a referral for a meeting with a Certified Financial Planner (CFP). CFPs do not sell any financial products, so any suggestions are offered objectively, with only the individual's financial well-being in mind.

Prior to the appointment, we will mail the individual a comprehensive financial analysis form that the CFP will use to assess the employee's current financial status. With this background information, the CFP is able to maximize the time allotted.

Please note that this is primarily an educational service and the CFP will not advocate for any particular fund or investment. CFP services are provided at an additional cost.

Identity Monitoring

This service helps members quickly recover from identity theft and learn how to avoid it in the future. It is accessed via the EAP website, where members complete a brief, online registration in order to initiate the service. We encourage all members to register once EAP is implemented in order to maximize the effectiveness of this service. Once a member is enrolled the program offers:

- Educational materials to help avoid the pitfalls of identity theft
- An online monitoring feature where the member receives alerts regarding potential threats to their identification, such as applications for loans or credit cards.
- Telephone consultation with a specialist if identification theft does occur. Enrolled members can contact us for services regarding full restoration so their identity is returned to its pre-theft status.

During the consultation, the member may choose to obtain their credit reports online and review them with the specialist to determine if the member is a victim of identity theft. The specialist advises the member of available options, coaches the member on how to report and resolve the situation on his/her own and provides the forms used by the Federal Trade Commission to report identity theft, and those required by credit card companies and credit reporting agencies.

Legal Consultations

As part of our work-life services, we provide access to legal consultations. Members most commonly use the legal service in order to address concerns related to:

- Divorce/custody issues
- Criminal
- Estate planning/wills/trusts
- Real estate
- Landlord/tenant
- Bankruptcy
- Personal injury/malpractice
- Small claims
- Adoption
- Will preparation

We offer two types of legal services to ensure that all of the member's legal needs are addressed in an appropriate manner:

- **Advice:** More than 80% of members requiring legal assistance do not want or need to retain a lawyer. Their concerns can be resolved through a free telephonic advice service. In these situations, the member will be transferred to a qualified attorney for a consultation. The telephonic advice attorney will be located in the state of the member's residence to ensure familiarity with varying state laws.
- **Local Referral:** For members who have an immediate need for in-person legal consultation, we refer to a conveniently located lawyer with the appropriate expertise. Our team contacts the local lawyer first to confirm their availability, their area of expertise and their willingness to accept the case prior to providing the names to the member. This extra step facilitates an easy connection for the member. These local lawyers provide a free half-hour consultation per issue per year, and agree to discount their hourly fees by up to 25% if additional assistance is required.

Please note, matters involving disputes or actions between members and their employer or other work related issues, malpractice issues or issues involving Anthem or its parent company or affiliated companies are specifically excluded from this service. Also excluded are matters that – in the opinion of the attorney – lack merit. Court costs, filing fees, fines and costs incurred beyond the initial consultation are the responsibility of the member. Members are eligible for one legal consultation, up to 30 minutes per issue per benefit year.

Care Consultations

As part of the EAP, members can also speak with a work-life consultant. During the intake process, the care consultant obtains demographic and search criteria. The consultant then searches our database for options or suggests additional resources to meet the member's needs. Our care consultants can offer resources for a variety of issues, including:

- Child Care providers such as licensed day care centers, licensed family day care homes, in-home care (nanny agencies), summer camps, before/after school care, and more.
- Elder Care providers including skilled nursing facilities, assisted living facilities, home health agencies, community resources, Meals-on-Wheels programs, etc.
- Adoption providers including national and international agencies, adoption attorneys, state specialists, support groups, etc.
- Educational providers including public and private elementary and secondary schools, preparatory colleges, colleges, universities, etc.
- Community Resources for daily living such as housing information, pet care, financial assistance, health care, travel, etc.

Employer Services

In addition to services for employees and their families, Anthem's EAP helps equip your organization's managers and Human Resources professionals with the tools and resources to manage their teams.

Online Tools

Our online EAP management resources for managers and supervisors include Webcast management training, employer legal and policy information and a host of articles and information to support employee productivity.

This special site offers an engaging way for your leadership to learn new skills on managing others, how to respond appropriately to typical workplace and employee issues and how the EAP can serve as an advisor. This area also includes such tools as interactive training programs, a manager's library, manager orientation Webcast, sample job performance questionnaires and more tools for managers.

Telephone Consultations

The EAP includes unlimited telephone consultations for supervisors and managers dealing with troubled employees or workplace situations, including management referrals to the EAP. The supervisor or manager simply calls the toll-free EAP number to receive immediate guidance from our EAP clinical professionals.

Management Referrals

Some employers require employees to comply with EAP recommendations as a condition of employment following a positive drug test or other specified employment-related conditions. The EAP has established processes based on our significant experience coordinating and managing formal management referrals. Whenever possible, we request the employer inform us of any mandatory referral and the employee's name prior to intervention.

Trainings and Orientations

Our Enhanced EAP includes a bank of hours that may be used for manager and employee workshops. Additional hours may be purchased on a fee for service basis. Anthem's EAP Client Consultant works with representatives from your organization to coordinate educational opportunities most effectively.

Management Training and Seminars

A comprehensive EAP includes trainings that help managers respond to the needs of employees as well as the workplace. Our Enhanced EAP offers a comprehensive series of seminars and workshops to help with these concerns. We can design and deliver these topics to make efficient use of time and resources, including on-site training, electronic and print materials, webcast seminars and train-the-trainer programs. Understanding the multiple challenges facing society and the workplace, we can help your leadership understand the drivers, the effects and the ways to survive and thrive in an ever-changing, often stressful workplace. They, in turn, help their teams succeed during these times of uncertainty.

Supervisor Orientation

The supervisor orientation offered by the Enhanced EAP focuses on issue prevention by enhancing supervisory skills and offering new approaches to help improve the supervisor/employee relationship. The orientation also teaches managers how to recognize employees experiencing personal or behavioral issues, how to approach the person and how to make a formal or informal referral to the EAP to maximize employee work performance.

Employee Workshops

The Enhanced EAP offers employee workshops focusing on areas that may affect work performance. We conduct hundreds of these workshops annually throughout the U.S. for both public and private employers. Some of our most popular workshops reflect the current economic climate, including stress management, job loss and financial education. Your EAP Client Consultant coordinates these programs with a representative from your organization to ensure proper topical fit, presentation style and scheduling.

Employee Orientations

Our proposal includes employee orientations to introduce our services and provide information on accessing them. Employee Orientations are an important component of an overall plan to ensure the EAP is promoted in the workplace. Your EAP Client Consultant coordinates these programs with a representative from your organization.

Critical Incident Response Coordination

Occasionally an incident – such as an employee death, accident or incident of workplace violence – occurs that affects employees' sense of safety and well-being. During these crises, EAP clinical professionals can provide Critical Incident Response (CIR) recommendations to help leadership respond to the incident and return employees to a firm psychological foundation.

In the case of a devastating incident that negatively affects the entire workforce and/or community, our specialists consult with representatives from your organization to determine the most appropriate response to help assure effective outcomes. This could include crisis phone consultation for individuals or the provision of educational materials and website resources for your organization to distribute to members. In addition we can send trained counselors and professional facilitators on-site for direct intervention and assistance.

We are experts in providing critical incident response services, having responded to high profile tragedies as well as incidents affecting individual companies. We regularly provide counselors on-site who assist employees and management in response to:

- ⊗ Mergers, company closings or layoffs
- ⊗ The death of a key employee
- ⊗ Natural disasters that affect the entire community as well as the employer
- ⊗ Robberies or other criminal activities
- ⊗ Incidents of workplace violence

Depending on the incident, the EAP client consultant works with your organization's leadership to develop an effective response plan that can include telephonic and/or on-site counseling, special training for managers, grief counseling and coordination with local service agencies as appropriate. The EAP includes a bank of hours that can be used for on-site CIR services; additional hours may be purchased on a fee for service basis

Substance Abuse Policy Consultation

70% of alcohol and illicit drug users are employed leading to a variety of issues in the workplace including increased rates of injuries, accidents, and absenteeism as well as a decrease in productivity.⁷ As a result we consider the identification and appropriate referral of alcohol and substance abuse problems to be one of the core functions of an EAP. Many employers need to maintain substance abuse policies and potential treatment plans. Through the EAP, your Human Resources professionals can receive assistance in developing such policies and coordinating treatment plans, including return-to-work and treatment referrals.

For employers who need to adhere to federally mandated regulations, such as Department of Transportation regulations, our EAP can provide information and resources related to Substance Abuse Professional (SAP) services. Generally, formal SAP referrals include:

- ⊗ An initial evaluation by the SAP

- ⦿ Formulation of an appropriate treatment plan
- ⦿ Ongoing contact with subsequent treatment professionals to monitor and document compliance
- ⦿ Follow-up discussion with the SAP
- ⦿ Ongoing follow-up discussions with the designated employer representative as required

We have significant experience customizing our programs according to client policies and procedures. We note all policies in our system, allowing us to provide services consistent with the client's procedures.

Communication Materials

The EAP's success in increasing employee productivity and decreasing absenteeism depends on active promotion to your organization's workforce. To serve diverse work environments the EAP offers many avenues for orientation, education and promotion. We provide introductory communication materials for all employees to one location for distribution, as well as monthly and quarterly electronic communications. The EAP client consultant works closely with representative from your organization to communicate our services most effectively.

We communicate EAP services via the following media:

- ⦿ Each employee receives an introductory brochure to explain the EAP and how to access services.
- ⦿ EAP posters prominently displayed in central locations remind employees of their available EAP services and include the website address and telephonic contact information.
- ⦿ One page fliers on a variety of topics.
- ⦿ To increase awareness and use of online resources, we e-mail a monthly promotion to a designated contact for distribution to employees as part of the EAP. The e-mail reminds employees of EAP services, introduces a new monthly topic and educates employees about the helpful resources, tools and links available on the website.
- ⦿ Our EAP includes an electronic quarterly newsletter sent to a designated contact on topics such as depression, anxiety, culture changes and care giving for distribution to employees.

Quality Assurance

Anthem's EAP strives to exceed your expectations as we provide the highest quality service. To maintain this quality standard, we continually measure our performance in the following ways:

- ⦿ Monitor EAP intake and referral functions at multiple levels. Supervisors monitor answer timeliness, associate availability, hold times and abandonment rates daily. Supervisors share data for these measures with the team weekly, informing and involving them in plans for improvement. We conduct monthly system documentation audits and silent monitoring sessions to ensure quality.
- ⦿ We use an internally developed satisfaction survey to assess the member's experience with our services. EAP associates ask all members if they would be willing to participate in a survey. We mail the surveys monthly and analyze them quarterly.
- ⦿ Every three years the EAP obtains updated licenses, malpractice data and any changes to our network providers' information necessary for referrals.

Confidentiality

Confidentiality is one of our most important standards. Our EAP is HIPAA compliant and adheres to applicable state and federal laws, as well as professional licensure standards pertaining to confidentiality and privilege. All information between the EAP counselor and the member is confidential, consistent with federal and state regulations.

Employees must sign and date a detailed authorization to release confidential information upon referral to formal case management. We maintain secure administrative systems for clinical tracking, EAP claims payment, provider network management, customer billing, reporting and quality assurance. We do not track individual use of our website.

Account Management

Our EAP includes the services of a designated EAP client consultant who assists with all administrative aspects of the program. This EAP subject matter expert serves as a member of the Anthem Account Management team, providing in-depth consultation regarding the program and how we can help your organization achieve its health and wellness goals. The EAP client consultant is an experienced professional who will:

- Serve as a primary point of contact for needs related to the administration of the EAP
- Provide consultation and review of your organization's workplace policies as related to EAP areas (substance abuse, workplace violence and sexual harassment)
- Provide clinical consultation to Supervisors, Managers, Human Resources representatives and other leaders in regards to employee workplace or work performance concerns
- Provide clinical consultation during traumatic workplace incidents; aid in developing an effective response
- Coordinate onsite trainings including EAP orientations, supervisory training and employee wellness seminars
- Coordinate EAP publicity campaigns
- Present EAP utilization reports with data and trend analysis; recommend program strategies based on this analysis including promotional activities

Utilization Reports

Our EAP takes a proactive and preventative stance in identifying trends in the workplace. The EAP client consultant will contact a designated representative from your organization to review and discuss the report, which we deliver via e-mail or hardcopy on a quarterly basis. The report includes an analysis of utilization trends as well as data on the types of services provided. Confidential information or information that may identify an employee is not included in these reports. Utilization reports frequently become the basis of program planning for workshops, special training or serve to alert an employer to areas of concern without violating individual confidentiality. The EAP utilization report also includes comparative data against our overall book of business.

EAP Plan Design

Effective date: 12/1/2020 – 11/30/21
 Population: 300 employees

Employer contribution: 100% paid
 Participation: 100% (non-voluntary)

Service Description	Comment
Toll-free 24/7 telephone consultation and referral	✓
Counseling visits, face-to-face or online via LiveHealth Online, per employee / household member per issue	Selection of a 4 or 6 session plan design
Legal / Financial consultations	✓
Identity monitoring	✓
Child and Elder care resources	Online self-search Consultation with a work/life specialist
Convenience services	Online self-search Consultation with a work/life specialist
EAP website resources	✓
myStrength	✓
Supervisor / Employee trainings	Annual bank of 6 hours
Critical Incident Responses	Annual bank of 4 hours
Supervisor / Manager telephone consultation	✓
Substance abuse policy consultation	✓
EAP promotional materials – posters, fliers, brochures	✓
Utilization reports (to employer)	Quarterly
Designated EAP client consultant	✓
Pricing (per employee per month)	4 session: \$1.09 pepm 6 session: \$1.55 pepm

- EAP rates are good for 180 days from the date offered. Pricing may be subject to revision should assumptions detailed above change.
- Additional EAP training services (U.S) are available for \$250/hour. Additional CIRs (U.S.) are available at \$300/hour per facilitator and location. Travel billed at cost.
- We can provide separate pricing for international services based on available resources upon request
- We will ship printed materials to a central location for distribution. Shipping to additional locations is available for an additional fee.

Anthem EAP Services do not include the following:

- EAP Service Provider is not responsible for the inclusion or exclusion of any particular service or benefit under an EAP participant's other coverage, such as a group health plan or health benefit/insurance plan
- Evaluations or reports for a legal proceeding
- Fitness-For-Duty Evaluations
- Substance Abuse Professional evaluations and treatment recommendations
- Authorizations for an employee to take a leave of absence or time off from the workplace
- Counseling mandated by a court of law or government agency
- Determinations or reports related to Family Medical Leave Act or Short/Long Term Disability
- Specialized treatment or evaluations required as a condition of parole, probation, custody, visitation or forensic evaluations

References

- ¹ "Work-Life and Employee Assistance Programs," U.S. Office of Personnel Management, www.opm.gov/policy-data-oversight/worklife/employee-assistance-programs/
- ² 2018 EAP Program Evaluation
- ³ 2017 EAP Medical/Behavioral Impact Study
- ⁴ 2017 EAP Member Satisfaction Survey
- ⁵ "Mental Health Facts," National Alliance on Mental Illness, www.nami.org/Learn-More/Mental-Health-By-the-Numbers
- ⁶ "Stress in America Survey 2011," American Psychological Association, www.apa.org/news/press/releases/stress/2011/
- ⁷ "Drugs and Alcohol in the Workplace," National Council on Alcoholism and Drug Dependence, www.ncadd.org/about-addiction/addiction-update/drugs-and-alcohol-in-the-workplace



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Encl #11

REGIONAL SCHOOL DISTRICT NO. 4
CHESTER • DEEP RIVER • ESSEX



Brian J. White
Superintendent of Schools
bwhite@reg4.k12.ct.us

Sarah Smalley
Director of Pupil Services
ssmalley@reg4.k12.ct.us

Kristina Martineau, Ed.D.
Assistant Superintendent of Schools
kmartineau@reg4.k12.ct.us

Kelly Sterner
Finance Director
ksterner@reg4.k12.ct.us

October 29, 2020

To: Brian White, Superintendent of Schools

From: Kelly Sterner, Finance Director

RE: Average Daily Membership (ADM) Methodology

Average daily membership (ADM) reflects resident students of fiscal responsibility to a municipality. It is the allowed method for regional school districts to allocate budgets. Per the State of Connecticut, students attending the Connecticut Technical High School System or state charter schools are not included in ADM. The ADM allocation rates for a given budget year are based on the October 1 student count of the prior year. For example, the ADM rates for fiscal year 2021-2022 are based on the October 1, 2020 student count.

Our methodology to calculate the ADM each year starts with PowerSchool data. A report of student enrollment by school district as of October 1 must be submitted to the CT State Department of Education annually. This same data serves as the primary basis of the ADM calculation. The report to the state counts students by the school district attended. The ADM is based on each student's town of residence so the data is resorted/reallocated by town. The Pre-K is the best example of this. As the program is housed at Essex Elementary, all students are reported to the state as part of the Essex school district. For ADM purposes, Pre-K students are included in their town of residence.

The PowerSchool data includes Out of District (OOD) placements. These are verified with the data from pupil services. Not included in the PowerSchool data are the students attending Magnet schools, Middletown VoAg and Vinal Technical High School. Working with the schools and pupil services, the Magnet school and VoAg students are added to the counts for their respective towns. These final student counts are used to calculate the Region 4 ADM rates and the Supervision District 3-way and 4-way allocation rates.

The ADM results are reviewed and double-checked to ensure accuracy prior to their release.

**AVERAGE DAILY MEMBERSHIP
FOR BUDGET YEAR 2021-2022**

Based on October 1 2020 State Reporting

SUPERVISION DISTRICT

Grade*	<u>Chester</u>	<u>Deep River</u>	<u>Essex</u>	<u>Total</u>
Pre-K	10	12	11	33
Kindergarten	25	21	32	78
1st	32	28	39	99
2nd	27	30	34	91
3rd	29	25	42	96
4th	33	36	38	107
5th	21	37	47	105
6th	32	44	47	123
PK - 6 ADM TOTAL	<u>209</u>	<u>233</u>	<u>290</u>	<u>732</u>

	<u>Chester</u>	<u>Deep River</u>	<u>Essex</u>	<u>Total</u>
Oct 1 2020 total count	209	233	290	732
2021-2022 ADM 3-way	28.55%	31.83%	39.62%	100.00%
2020-2021 ADM 3-way	25.88%	32.61%	41.51%	100.00%
Change over prior year	2.67%	-0.78%	-1.89%	

	<u>Chester</u>	<u>Deep River</u>	<u>Essex</u>	<u>R4</u>	<u>Total</u>
Oct 1 2020 total count	209	233	290	853	1,585
2021-2022 ADM 4-Way	13.18%	14.70%	18.30%	53.82%	100.00%
2020-2021 ADM 4-way	11.92%	15.02%	19.12%	53.94%	100.00%
Change over prior year	1.26%	-0.32%	-0.82%	-0.12%	

*Grade totals include OOD placements

**AVERAGE DAILY MEMBERSHIP
FOR BUDGET YEAR 2021-2022**

Based on October 1 2020 State Reporting

REGION 4

JWMS

Grade	Chester	Deep River	Essex	Total
7th	23	34	64	121
8th	35	43	45	123
School Total*	58	77	109	244
Magnet	-	-	1	1
JWMS ADM TOTAL	58	77	110	245

Valley

Grade	Chester	Deep River	Essex	Total
9th	29	57	53	139
10th	33	46	51	130
11th	40	59	74	173
12th	38	55	62	155
School Total*	140	217	240	597
Magnet	3	3	1	7
VoAg	1	1	2	4
VALLEY ADM TOTAL	144	221	243	608
R4 ADM GRAND TOTAL	202	298	353	853

R4 ADM ALLOCATION

	<u>Chester</u>	<u>Deep River</u>	<u>Essex</u>	<u>Total</u>
2021-2022 R4 ADM	23.68%	34.94%	41.38%	100.00%
2020-2021 R4 ADM	24.42%	35.83%	39.75%	100.00%
Change over prior year	-0.74%	-0.89%	1.63%	

*School totals include OOD placements and Transition Academy

Encl #12 For Second Reading and Possible VOTE (FYI - at the March 5th, 2020 First Reading, the R4 Board asked administration to share the bylaw language used by Region 13 with Shipman & Goodwin for their review; and if they were to approve it, then the Board asked that the same language be returned to them for a second reading and vote at their next board meeting. Shipman and Goodwin reviewed the language and approved it as fine for the Board to use. Please see suggested bylaw revisions below:

9126

Bylaws of the Board

Duties of the Treasurer

The treasurer is the fiduciary agent of the Board of Education. He/she shall sign all checks for the Board, make investments, arrange for loans and notes and supervise the payment of all financial obligations of the Board.

The treasurer shall be bonded in an amount determined annually by the Board.

Legal Reference: CT General Statutes: Sec. 10-46 Regional board of education (d)

~~The treasurer shall be responsible for the accounting of the receipts and expenditures of the General Funds and other funds as the Regional School District No. 4 Board of Education and the Regional Supervision District may designate. The treasurer shall be bonded, in an amount determined by the Board, with the cost of which shall be paid by the Board.~~

~~The Treasurer shall insure that each member of the Board is provided with a monthly financial statement and whatever else the Board may direct.~~

~~The Treasurer shall, at each meeting, make recommendations for the payment of invoices.~~

~~The Treasurer shall, at each meeting, present a financial statement.~~

~~The Treasurer shall, at the end of the fiscal year, present a final Treasurer's Report for audit, and receive and keep on file the Report of the Auditor.~~

~~The Treasurer (or in absence of the Treasurer, the Chairperson or the Assistant Secretary/Treasurer) shall countersign all Regional School District No. 4 checks and all Regional Supervision District checks as authorized by the Board.~~

~~The Treasurer shall periodically inspect the books of the District, reviewing income and expenditures of each account carried by the Board and the central office.~~

~~(cf. 9121—Chairperson)~~

~~(cf. 9127—Assistant Secretary/Treasurer)~~

~~(cf. 9132—Standing Committees)~~

Bylaw adopted by the Board: ~~November 25, 1996~~

Bylaw revised: upon vote (TBD)

REGIONAL SCHOOL DISTRICT NO. 4