

**NEW HAVEN PUBLIC SCHOOLS  
NEW HAVEN, CONNECTICUT**

**INFORMATION ONLY: PERSONNEL REPORT OF THE SUPERINTENDENT November 27, 2023**

**RESIGNATION– Teachers:**

<b><u>Name</u></b>	<b><u>Assignment:</u></b>	<b><u>Effective Date</u></b>
Sara Cole	Math Conte West Hills Magnet School <b>General Funds</b> <b>19041131-50115</b>	01/02/2024
Gabrielle McCormack	Music Clinton Ave School <b>General Funds</b> <b>19042206-50115</b>	11/17/2023
Amy Schlank	Instructional Coach Elm City Montessori School <b>Priority Schools</b> <b>25795319-50115</b>	10/13/2023

**RESIGNATION– Paraprofessional Staff:**

<b><u>Name</u></b>	<b><u>Assignment:</u></b>	<b><u>Effective Date</u></b>
Janee Chapman	Kindergarten Assistant Teacher Jepson Magnet School <b>Inter-District Funds</b> <b>27041018-50128</b>	11/22/2023

**RETIREMENT– Non-Instructional Staff:**

<b><u>Name</u></b>	<b><u>Assignment:</u></b>	<b><u>Effective Date</u></b>
Gloria Lester-Gibson	School Security Officer Itinerant <b>General Funds</b> <b>19047318-50127</b>	09/02/2022
Andrew Naylor	Assistant Building Manager Grade Schools-Custodial <b>General Funds</b> <b>19047421-50121</b>	12/01/2023

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**RESIGNATION– Non-Instructional Staff:**

<b><u>Name</u></b>	<b><u>Assignment:</u></b>	<b><u>Effective Date</u></b>
Kishauna Price	General Worker Beecher Food Service 25215200-50126	11/16/2023

**TRANSFER – Teacher:**

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>	<b><u>Effective:</u></b>
Jamie Alascia	Library Media Specialist Edgewood Magnet School General Funds 19042098-50115	Library Media Specialist Itinerant Replacing: Lucia Rafala General Funds 19042098-50115	11/13/2023

**CORRECTION/CHANGE ITEMS: The following items are previous Board Actions approved.  
The action items below represent all the necessary changes and/or corrections.**

**CORRECTIONAL/CHANGE IN START DATE– Teachers:**

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>
Joy Moulter	11/14/2023	11/20/2023
Kimberly Vigliotti	12/04/2023	12/11/2023

**CORRECTIONAL/CHANGE IN STEP AND SALARY– Teachers:**

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>
Devin Arpai	\$58,603 (Step G, 4 Yrs. Exp)	\$60,919 (Step H, 5 Yrs. Exp.)
Joy Moulter	\$59,106 Step D, 1 Yr. Exp.	\$58,951 Step F, 3 Yrs. Exp.

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**CORRECTIONAL/CHANGE IN LOCATION – Non-Instructional Staff:**

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>
Aundre Patterson	Itinerant	King/Robinson Magnet School
Vanessa Bennett	Itinerant	Celentano Magnet School
Luz Lopez Broderick	Itinerant	John S. Martinez Head Start
Jason Farina	Itinerant	James Hillhouse High School

**CORRECTIONAL/CHANGE IN FMLA DATES – Non-Instructional Staff:**

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>
Antoinette De Barros	09/01/2023-11/29/2023	09/01/2023-11/28/2023

**FAMILY & MEDICAL LEAVE ACT: LEAVE OF ABSENCE REPORT**

The following are listed for information only, having met the requirements for absence under the Family & Medical Leave Act. The dates listed are estimates only. They will remain on payroll so long as they have accrued sick days.

**FMLA LEAVE OF ABSENCE – Teachers:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Amy Brayman	Math L. W. Beecher Magnet School <b>Inter-District Funds</b> <b>27041103-50115</b>	09/26/2023-11/03/2023
Briceyda Meneses-Carretero	Bilingual Grade 5 Fair Haven School <b>General Funds</b> <b>19041216-50115</b>	12/04/2023-03/04/2024
Jeffrey Crisafi	Grade 4 Clinton Ave School <b>General Funds</b> <b>19041006-50115</b>	11/27/2023-01/19/2024
Aidan Handy	English New Haven Academy <b>General Funds</b> <b>19041670-50115</b>	11/27/2023-12/22/2023

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Chelsea Little-Hughes	School Social Worker Itinerant <b>ECS Alliance – Culture &amp; Climate</b> <b>25476108-50115</b>	01/30/2024-04/25/2024
Cesidio Moniello	Physical Education Itinerant <b>Inter-District Funds</b> <b>27040310-50115</b>	12/14/2023-03/14/2024
Gail Miller	Math High School in the Community <b>Inter-District Funds</b> <b>27041166-50115</b>	11/01/2023-11/30/2023
Gearlene Salters	Instructional Math Coach Itinerant <b>ESSER II Funds</b> <b>25536399-50115</b>	11/13/2023-01/30/2024
Dmitri Shevchenko	English Fair Haven School <b>General Funds</b> <b>19041616-50115</b>	10/30/2023-11/22/2023
Maxine Phillips	Math King/Robinson Magnet School <b>Inter-District Funds</b> <b>27041130-50115</b>	10/20/2023-11/17/2023
Constant Vanwinden	Grade 4 Barnard Magnet School <b>General Funds</b> <b>19041002-50115</b>	11/06/2023-12/22/2023

**FMLA LEAVE OF ABSENCE – Non-Instructional Staff:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Denise Wright	Administrative Assistant Clemente Leadership Academy <b>General Funds</b> <b>19041042-50124</b>	09/28/2023-12/21/2023

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**INTERMITTENT FMLA LEAVE OF ABSENCE – Teachers:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Danielle Deneen	TESOL Itinerant Bilingual Title 1 Schools 25315256-50115	10/15/2023-06/30/2024
Lori Dillon	Instructional Math Coach Truman School Title 1 Schools 25315256-50115	11/07/2023-06/30/2024

**PERSONAL LEAVE OF ABSENCE – Teacher:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Valerie Hardy	School Social Worker Betsy Ross Magnet School General Funds 19049355-50115	11/06/2023-11/17/2023

**MEDICAL LEAVE OF ABSENCE – Teachers:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Tracy Harris	Kindergarten Ross/Woodward Magnet School Inter-District Funds 27041010-50115	11/28/2023-02/16/2024
Paul Vercillo	Social Studies Clemente Leadership Academy General Funds 19041542-50115	09/01/2023-12/22/2023

**RETURN OF LEAVE OF ABSENCE – Teacher:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Rebecca Lessard	Physical Education Itinerant General Funds 19040363-50115	11/20/2023

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**EXTENDED MEDICAL LEAVE OF ABSENCE – Non-Instructional Staff:**

<b><u>Name</u></b>	<b><u>Assignment</u></b>	<b><u>Effective Date</u></b>
Ana Hernandez	Administrative Assistant Gateway <b>Idea Part B Entitlement 25045034-50124</b>	10/02/2023-12/29/2023

**Dr. Madeline Negrón  
Superintendent of Schools**



## NEW HAVEN PUBLIC SCHOOLS

### Board of Education Committee Meeting

#### SUMMARY OF MOTIONS

New Haven Board of Education Regular Meeting

October 23, 2023

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- 165-23*      **Motion to approve Board Meeting Minutes for September 26, 2023 as revised by Mr. Wilcox, seconded by Mr. Goldson (Motion Passed)**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Mayor Elicker, yes; Mr. Goldson, yes; Dr. Yarborough, yes; Cruz-Bustamante, yes.
- 166-23*      **Motion to approve Board Meeting Minutes for October 10, 2023 by Mr. Wilcox seconded by Mr. Goldson. (Motion Passed)**  
Ms. Rivera, abstain; Mr. Wilcox, yes; Mayor Elicker, yes; Mr. Goldson, yes; Dr. Benitez, yes; Dr. Yarborough, yes; Cruz-Bustamante, abstain.
- 167-23*      **Motion to approve Superintendent Personnel Report by Mr. Wilcox seconded by Ms. Rivera. (Motion Passed)**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Mayor Elicker, yes; Mr. Goldson, abstain; Dr. Benitez, yes; Dr. Yarborough, yes; Cruz-Bustamante, yes; Mr. Musser, yes.
- 168-23*      **Motion to amend MOU to include a CT certified security guard located for the exterior of the building from the mornings 6-8am and 4-8pm in the evening of the shelter by Mr. Goldson seconded by Dr. Yarborough. (Motion Passed)**  
Ms. Rivera, yes; Mr. Wilcox, no; Dr. Joyner, no; Mayor Elicker, no; Mr. Goldson, yes; Dr. Benitez, yes; Dr. Yarborough, yes; Mr. Musser, abstain.
- 169-23*      **Motion to approve the MOU between the New Haven Board of Education and the City of New Haven concerning the use of a portion of 130 Orchard St as a warming shelter for persons experiencing homelessness as amended by Mr. Wilcox, seconded by Dr. Joyner. (Motion Passed)**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Mayor Elicker, no; Mr. Goldson, yes; Dr. Benitez, yes; Dr. Yarborough, yes; Mr. Musser, yes.
- 170-23*      **Motion to approve 2 Abstracts, remaining 5 agreements, 4 contract and 2 purchase orders as recommended by the Finance & Operations Committee by Mr. Wilcox seconded by Dr. Yarborough. (Motion Passed)**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Mayor Elicker, no; Mr. Goldson, yes; Dr. Benitez, yes; Dr. Yarborough, yes; Mr. Musser, yes.



**NEW HAVEN PUBLIC SCHOOLS**

**Board of Education Committee Meeting**

*171-23*

**Motion to adjourn by Mr. Goldson seconded by Dr. Benitez meeting adjourned at 9:16pm. (Motion Passed)**

Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Mayor Elicker, yes; Mr. Goldson, yes; Dr. Benitez, yes; Dr. Yarborough, yes; Mr. Musser, yes



## NEW HAVEN PUBLIC SCHOOLS

### Board of Education Committee Meeting

#### SUMMARY OF MOTIONS

New Haven Board of Education Special Meeting

October 31, 2023

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- 172-23      **Motion by Ms. Rivera seconded by Dr. Joyner to recommend to the Board of Alders the adoption of three resolutions in connection with State HVAC IAQ grants for award at Fair Haven, Lincoln Bassett, Brennan Rogers and Edgewood schools authorizing the Board of education and superintendent to apply for the grants and authorize the superintendent to make necessary revisions to the proposed resolutions as necessary to meet board of alder and state requirements.**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Dr. Benitez, yes; Dr. Yarborough, yes.
- 173-23      **Motion by Ms. Rivera seconded by Dr. Joyner to enter into Executive Session pursuant to Conn. Gen. Stat. § 1-200(6)(B) and 1-201(B) 9 & 10 Regarding Records, Reports and Statements of Strategy or Negotiations with respect to Collective Bargaining (Local 3429, Council 4, AFSCME, AFL-CIO).**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Dr. Benitez, yes; Dr. Yarborough, yes.
- 174-23      **Motion to adjourn by Dr. Yarborough seconded by Dr. Benitez meeting adjourned at 4:57pm.**  
Ms. Rivera, yes; Mr. Wilcox, yes; Dr. Joyner, yes; Dr. Benitez, yes; Dr. Yarborough, yes.



**NEW HAVEN PUBLIC SCHOOLS**  
New Haven, Connecticut

**NEW HAVEN BOARD OF EDUCATION MEETING**

**Monday November 27, 2023**

**ACTION ITEMS**

**A. INFORMATION ONLY:**

1. Agreement with Southern Connecticut State University, to provide a 3-credit Introduction to Social course for up to 25 New Haven Academy students, from January 17, 2024 to June 30, 2024, in an amount not to exceed \$8,574.00.  
Funding Source: ARP ESSER III Carryover Program      Acct. # 2553-6399-56694-0070
  
2. Agreement with Footsteps2Brilliance, Inc., to provide a digital bilingual language and literacy platform to support up to 250 students enrolled in Saturday Academy, as well as parent training, classroom coaching and outreach, from November 28, 2023 to June 30, 2024, in an amount not to exceed \$18,500.00.  
Funding Source: Title I – Saturday Academy Program      Acct. #2531-5208-56694-0444
  
3. Agreement with Lani Rosen-Gallagher, d/b/a Full of Joy Yoga, to provide a yoga program for students at Lincoln Bassett School, from November 14, 2023 to June 30, 2024, in an amount not to exceed \$8,070.00.  
Funding Source: ARP ESSER III Carryover Program      Acct. #2553-6399-56694-0200



NEW HAVEN PUBLIC SCHOOLS  
New Haven, Connecticut

**NEW HAVEN BOARD OF EDUCATION FINANCE & OPERATIONS COMMITTEE MEETING**

Monday November 20, 2023

MINUTES

**Present:** Mr. Matthew Wilcox, Dr. Orlando Yarborough  
Staff: Dr. Madeline Negrón, Dr. Paul Whyte, Dr. Michael Finley, Ms. Linda Hannans,  
Mr. Thomas Lamb, Ms. Viviana Camacho, Ms. Kristina DeNegre, Ms. Patricia DeMaio  
Ms. Christine Bourne, Mr. Frank Fanelli, Mr. Jamar Alleyne, Mr. Christian Tabares,  
Ms. Jennifer Tousignant, Ms. Typhanie Jackson, Ms. Gilda Herrera

**Call to Order:** Mr. Wilcox called the meeting to order at 4:33 p.m. He noted that there was only one meeting scheduled for December and asked staff to inform the committee if a special meeting was needed. He also noted the F&O Calendar for the new year should be presented to Committee in December and then presented to the Board of Education.

**Summary of Motions:**

1. **Recommend Approval of Action Items:** A motion by Mr. Wilcox, seconded by Dr. Yarborough to recommend approval of 3 Abstracts, 11 Agreements, 3 Purchase Orders, 5 Contracts and 18 Amendments, was approved by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.
2. **Recommend SRO MOU:** A motion by Mr. Wilcox, seconded by Dr. Yarborough to move the SRO MOU to the full Board of Education for approval, was approved by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.
3. **Motion to Forward Policies** #3520.1 Information Security Breach Notification; #3520.1 (a) Electronic Information Security, and #3435 Fraud Prevention and Investigation, to the Governance Committee for review, passed by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.
4. **Motion to Adjourn:** A motion by Mr. Wilcox, seconded by Dr. Yarborough, to adjourn the meeting at 6:20 p.m., passed by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.

**I. INFORMATION ONLY & ACTION ITEMS:**

**A. INFORMATION ONLY:** Committee members did not have questions about the following Information Only Items approved by the Superintendent. Ms. Hannans made a correction to the start date for item #1 with SCSU as indicated below:

1. Agreement with Southern Connecticut State University, to provide a 3-credit Introduction to Social course for up to 25 New Haven Academy students, from January 17, 2023 to June 30, 2024, in an amount not to exceed \$8,574.00.  
Funding Source: ARP ESSER III Carryover Program Acct. # 2553-6399-56694-0070  
**Correction:** Ms. Hannans noted that the start date for the Agreement with SCSU should be January 17, 2024, not 2023. Correction will be reflected in action items sent to the Board of Education and noted on line.
2. Agreement with Footsteps2Brilliance, Inc., to provide a digital bilingual language and literacy platform to support up to 250 students enrolled in Saturday Academy, as well as parent training, classroom coaching

and outreach, from November 28, 2023 to June 30, 2024, in an amount not to exceed \$18,500.00.

Funding Source: Title I – Saturday Academy Program Acct. #2531-5208-56694-0444

3. Agreement with Lani Rosen-Gallagher, d/b/a Full of Joy Yoga, to provide a yoga program for students at Lincoln Bassett School, from November 14, 2023 to June 30, 2024, in an amount not to exceed \$8,070.00.  
Funding Source: ARP ESSER III Carryover Program Acct. #2553-6399-56694-0200

## B. ABSTRACTS:

1. ARPA Dual Credit Expansion Grant in the amount of \$90,000.00 for July 1, 2023 to January 31, 2025, to support dual credit opportunities for high school students was presented by Dr. Whyte on behalf of Ms. Natalino. Funding Source: Connecticut State Department of Education
2. ARPA Right to Read Grant, in the amount of \$859,000.00 for November 21, 2023 to December 31, 2024 to support professional development for literacy knowledge and staff capacity in four turnaround schools was presented by Ms. Tousignant.  
Funding Source: Connecticut State Department of Education
3. School Improvement Grant – HSC- in the amount of \$260,000.00 for July 1, 2023 to June 30, 2024 to improve differentiation, alignment of curriculum and instruction, and attendance was presented by Ms. DeNegre on behalf of Ms. Strand.  
Funding Source: Connecticut State Department of Education

## C. AGREEMENTS:

1. Agreement with New England Science & Sailing (NESS), to provide hands-on, experiential learning STEM opportunities for students at John S. Martinez School, from November 21, 2023 to June 30, 2024, in an amount not to exceed \$25,106.00 was presented by Dr. Whyte on behalf of Mr. Menacho.  
Funding Source: ARP ESSER III Carryover Program Acct. # 2553-6399-56694-0008
2. Agreement with Trifecta Ecosystems, Inc., to construct a raised bed garden, a pollinator garden, as well as a berry patch garden area at Nathan Hale School, from November 14, 2023 to June 30, 2024, in an amount not to exceed \$60,000.00 was presented by Dr. Whyte on behalf of Ms. Cass.  
Funding Source: ARP ESSER III Carryover Program Acct. #2553-6399-56694-0014
3. Agreement with Infinity Music Therapy Services, to provide a music therapy program for 18 special education classrooms, from November 28, 2023 to June 12, 2024, in an amount not to exceed \$49,980.00 was presented by Ms. Jackson who noted need to change the start and end dates of the Agreement:  
**Correction:** November 28, 2023 to June 12, 2024.  
Funding Source: IDEA Program Acct. #2504-5034-56903-0490
4. Agreement with Connecticut State Community College, Gateway Campus, to provide ENG 1010 – Composition and HIMT 1000 – Medical Terminology courses for Hillhouse High School students enrolled in the Health Careers Pathway Program, from December 12, 2023 to June 30, 2024, in an amount not to exceed \$19,863.00 was presented by Dr. Whyte on behalf of Ms. Redd-Hannans.  
Funding Source: ARP ESSER III Carryover Program Acct. #2553-6399-56694-0062



Funding Source: 2023-2024 Capital Projects Acct. # 3C24-2461-58101

11. Amendment 1 to Agreement A23-0455 with N Power Construction & Electrical, LLC for the LED Lighting Replacement Plan 4 Schools (Career, MBA, Troup and Clinton Schools) to extend end date to June 30, 2024, with no change in funding amount of \$819,488.24 to finish the remaining work was presented by Mr. Fanelli.

Funding Source: 2023-2024 Capital Projects Acct. # 3C19-1995-58101(\$693,593.41)  
2023-2024 Capital Projects Acct. #3C20-2074-58101(\$125,894.83)

#### D. PURCHASE ORDERS:

1. Purchase Order under Contract PEPPM 2022 with CDW Government to provide Google Workspace for Education Plus, will provide plagiarism scanner and licensure from September 14, 2023 to September 13, 2024, in an amount not to exceed \$112,500.00 was presented by Ms. Herrera who explained that she is in the process of working to contractors to move service dates into the July 1 to June 30 fiscal year.

Funding Source: 2023-2024 Capital Projects Acct. # 3C22-2263-58704

2. Purchase Order under State Contract 20PSX0088 with Dalene Flooring to provide carpet removal and replacement at Fair Haven School for the lower auditorium area, from November 27, 2023 to June 30, 2024, in an amount not to exceed \$70,720.55 was presented by Mr. Fanelli who provided an overview of improvements for the auditorium.

Funding Source: 2023-2024 Capital Projects Acct. # 3C24-2461-58101

3. Purchase Order under State Contract 18PSX0088 with Encore Fire Protection to replace the fire pump controller at Mauro Sheridan School, from November 20, 2023 to June 30, 2024, in an amount not to exceed \$56,946.00 was presented by Mr. Lamb on behalf of Mr. Alleyne.

Funding Source: 2023-2024 Capital Projects Acct. # 3C24-2466-58101

#### E. CONTRACTS:

1. Award of Contract 21899 to A. Prete Construction to remodel a portion of Ross Woodward School the space is the school nurses' station and the school's health clinic, from November 23, 2023 to June 30, 2024, in an amount not to exceed \$304,310.00 was presented by Mr. Fanelli who described the renovation project.

Funding Source: 2023-2024 Capital Projects Acct. # 3C24-2461-58101  
Presenter: Mr. Frank Fanelli Document Link: APreteRoss

2. Award of Contract 21908 to A. Prete Construction for the remodel the southwest entry of Edgewood School the area to be remodeled consists of the nurses' suite entrance on the lower level including an accessible ramp and landing from the exterior door from November 23, 2023 to June 30, 2024, in an amount to exceed \$92,000.00 was presented by Mr. Fanelli who reviewed the project.

Funding Source: 2023-2024 Capital Projects Acct. # 3C24-2461-58101

3. Award of Contract 21902 to Tucker Mechanical for the replacement of two existing roof mounted air-cooled chillers with the same make and manufacturer at Clinton School from November 23, 2023 to June 30, 2024, in an amount to exceed \$647,257.00 was presented by Mr. Fanelli.

Funding Source: ARP ESSER III Carryover Acct. # 2553-6399-56697-0470

4. Award of Contract 21906 to Tucker Mechanical for the replacement of an existing roof mounted air-cooled chiller with the same make and manufacturer at Martinez School from November 23, 2023 to June 30, 2024, in an amount to exceed \$778,479.00 was presented by Mr. Fanelli.

Funding Source: ARP ESSER III Carryover Acct. # 2553-6399-56697-0470

5. Award of Contract 50624 to Dagraca Masonry LLC for the widening of an existing ramp to meet the ADA requirements at Lincoln Bassett School from November 23, 2023 to June 30, 2024, in an amount to exceed \$48,943.00 was presented by Mr. Fanelli.

Funding Source: 2023-2024 Capital Projects Acct. # 3C24-2461-58101

**F. AMENDMENTS:** The following Amendments #1-18 to Agreements for School Readiness programs were presented by Ms. Hannans on behalf of Ms. Diaz-Valencia. Ms. Hannans explained that additional grant funding was provided for the providers and that the amounts represent a set cost per child and are based on enrollment.

1. Amendment #1 to Agreement #95384013 with All Our Children to increase funding of \$89,240.00 by \$9,600.00 to \$98,840.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
2. Amendment #1 to Agreement #95384038 with Auntie Rose Child Care, to increase funding of \$330,188.00 by \$35,520.00 to \$365,708.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
3. Amendment #1 to Agreement #95384040 with Calvin Hill Child Day Care Center, to increase funding of \$60,000.00 by \$6,400.00 to \$66,400.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
4. Amendment #1 to Agreement #95384021 with Catholic Charities, to increase funding of \$1,463,536.00 by \$157,440.00 to \$1,620,976.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
5. Amendment #1 to Agreement with Central CT Coast YMCA, to increase funding of \$178,480.00 by \$19,200.00 to \$197,680.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
6. Amendment #1 to Agreement #95384039 with Creating Kids – CT Children’s Museum, to increase funding of \$54,000.00 by \$5,760.00 to \$59,760.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
7. Amendment #1 to Agreement #95384033 with Farnam Nursery School, to increase funding of \$535,440.00 by \$57,600.00 to \$593,040.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442

8. Amendment #1 to Agreement #95384032 with First Step Child Care, to increase funding of \$214,176.00 by \$23,040.00 to \$237,216.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
9. Amendment #1 to Agreement #95384024 with Friends Center, to increase funding of \$535,440.00 by \$57,600.00 to \$593,040.00 to reflect increased funding for the School Readiness Priority Enrollment Grant. Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
10. Amendment #1 to Agreement #95384037 with Leila Day Nurseries, Inc., to increase funding of \$126,000.00 by \$13,440.00 to \$139,440.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
11. Amendment #1 to Agreement with The Little School House, to increase funding of \$160,632.00 by \$17,280.00 to \$177,912.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
12. Amendment #1 to Agreement #95384023 with Lulac Head Start, to increase funding of \$892,400.00 by \$96,000.00 to \$988,400.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
13. Amendment #1 to Agreement #95384025 with Montessori School on Edgewood, to increase funding of \$276,644.00 by \$29,760.00 to \$306,404.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
14. Amendment #1 to Agreement #95384046 with Morning Glory Early Learning Center, to increase funding of \$160,632.00 by \$17,280.00 to \$177,912.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
15. Amendment #1 to Agreement #95384014 with St. Aedan Preschool, to increase funding of \$446,220.00 by \$48,000.00 to \$494,220.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
16. Amendment #1 to Agreement #95384015 with St. Andrew Child Care Center, to increase funding of \$321,264.00 by \$34,560.00 to \$355,824.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.  
Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442
17. Amendment #1 to Agreement #95384044 with Westville Community Nursery School, to increase funding of \$63,000.00 by \$6,720.00 to \$69,720.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.

Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442

18. Amendment #1 to Agreement #95384017 with Yale New Haven Hospital, to increase funding of \$196,328.00 by \$21,120.00 to \$217,448.00 to reflect increased funding for the School Readiness Priority Enrollment Grant.

Funding Source: School Readiness Priority Enrollment Acct. #2523-6432-56697-0442

## II. DISCUSSION:

- **October 2023 Financial Report:** Ms. Hannans reviewed the report of both General and Special Funds budget as of October 31, 2023, as posted on the website. Ms. Hannans noted the current deficit of \$4.78 million and reviewed ongoing budget mitigation efforts to address the deficit. She noted that ARP ESSER funds will sunset in September 2024 and that the district will be reviewing other mitigation efforts. **No motion was made and no vote was taken.**
- **SRO (School Resource Officer) MOU:** Mr. Wilcox provided an overview of the process utilized to review the MOU, a process which began in 2021 with stakeholders, which included representatives of New Haven Police Department, Labor Relations, Corp Counsel, School District and an attorney from Shipman and Goodwin. The stakeholders determined that the current MOU should be revised to address several concern areas: Police will wear different uniforms; the student privacy information will be updated and the Police Department will only have access to cameras in an emergency. A discussion ensued about discipline and a graduated response model. It was recommended that an implementation plan be developed to accompany the MOU. Dr. Whyte noted that the SRO are only engaged in dangerous or criminal activity and that cameras are only used whenever a report is required for those circumstances. Committee members requested that Dr. Negron provide a report to the Board of Education at the end of the 2<sup>nd</sup> marking period on suspensions.  
**Motion:** A motion by Mr. Wilcox, seconded by Dr. Yarborough to move the SRO MOU to the full Board of Education for approval, passed by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.
- **Series 3000 Policies:** Mr. Wilcox reported that he met with staff to review Policy #3520.1; #3520.1 (a) and #3435, policies related to security and fraud prevention.  
**Motion:** A motion by Mr. Wilcox, seconded by Dr. Yarborough, to send Policy 3520.1 Information Security Breach Notification; Policy 3520.1(a) Electronic Information Security; and Policy 3435 Fraud Prevention and Investigation, to the Governance Committee for review, passed by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.

**Adjournment:** A motion by Mr. Wilcox, seconded by Dr. Yarborough, to adjourn the meeting at 6:20 p.m., passed by Roll Call Vote: Dr. Yarborough, Yes; Mr. Wilcox, Yes.

Respectfully submitted.

Patricia A. DeMaio

To: Dr. Madeline Negron, Superintendent

From: Frank Fanelli, Director of Project Management

Date: Nov 21, 2023

Re: Adult Ed Updates

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At 6 AM on Monday, Nov 13, the COO and Director of Project Management (PM) were notified that a flood had occurred in the Adult Education Building. The PM requested to meet with the Landlord, Jonathan Perlich. Upon arrival, water was visible throughout the building. There was approximately 2" of water on the main floor and 1"- 2" inches of water on the majority of the second floor. Electricity was immediately shut off.

The lower 24" of sheetrock throughout the building was damaged. All lighting and ceiling tiles were damaged throughout. Additionally, 50% of the furniture throughout the building was also damaged.

The Landlord contacted Dockside Construction and Service Master. Both companies responded to the building by noon that day. Dehumidifiers and blowers were set up throughout the building, and have been running continuously. Extraction of water was completed by 6 PM on Nov 13.

It was determined that a gasket valve on the second floor HVAC unit had let go and caused the flooding. It is predicted that the flooding began early Saturday morning. Mr. Perlich hired the George Ellis Company to repair the hanging unit on the second floor.

Damaged ceiling tiles have been removed, and cleanup of the tiles and debris has been completed. The PM met with Mr. Perlich and his Insurance adjuster on Tuesday, Nov 14.

In collaboration with Corp Counsel, the PM reviewed the building lease agreement. They determined that it was the landlord's responsibility to provide temporary classroom space until repairs were completed. The PM requested on-site trailers for convenience. Empty boxes were delivered for teachers and office staff to pack up personal items. The boxes will be labeled and stored in a trailer provided by Mr. Perlich. The storage trailers will be on site and available to Adult Ed administration if needed.

PM is also having daily meetings with Mr. Perlich to ensure progress. Corporation Council, COO and the NHPS Finance department have been informed. At this time all work and fee responsibilities are assumed by Mr. Perlich. The PM will continue to oversee that this project runs correctly in the best interest of NHPS.

**Scope of work**

- All lighting fixtures will be replaced with new LED lights.
- All new ceiling tiles will be reinstalled
- All carpet will be removed and disposed of then replaced with new
- 24 inch flood cuts will be made throughout all hallways and where needed in classrooms to replace sheetrock.
- All VCT flooring will be removed where applicable and replaced with LVT
- New Paint in all affected areas
- All baseboards will be replaced
- School will be fully cleaned

As of today, the space is fully dry and flood cuts are completed on the main level. All the furniture and personal supplies on the main level have been moved to the storage trailers. Classroom mobile trailers have been ordered and will be delivered by next Tues Nov 28. Classroom trailers will come fully furnished with student and teacher desks. Trailers will have heat and bathrooms. Landlord will arrange electrical and water supply connections. PM has requested a fully updated construction timeline. More updates to follow.

**Frank Fanelli III**  
**Director of Project Management**  
**New Haven Public Schools**  
**375 Quinnipiac Ave.**  
**New Haven, CT 06513**  
**ABM Industries**  
Mobile (475) 306-1318  
[Frank.Fanelli@new-haven.k12.ct.us](mailto:Frank.Fanelli@new-haven.k12.ct.us)  
[Frank.Fanelli@abm.com](mailto:Frank.Fanelli@abm.com)

MEMO

To: Finance & Operations Committee  
From: Dr. Madeline Negrón, Superintendent  
Date: November 14, 2023  
Re: Public Good Agreement

Agreement with Public Good in the amount of \$47,575.00 to design, develop and produce creative content for the 2023 Head Start Recruitment Campaign was submitted to F&O for the August 14, 2023 meeting but withdrawn after concern was raised about the contractor selection resulting from staff not utilizing the RFQ process; contractor was selected based on past performance.

After the withdrawal, staff attempted to create an RFQ but discovered that all of the work had been completed. An internal investigation was conducted, which included a review of all invoices and emails, discussion with staff and the contractor. It was determined that:

- Contractor performed service in good faith because she was not aware that the Agreement was not approved. She responded to staff requests for content drafts and materials due to the required timelines for completion of services.
- Contractor worked for the District in the past and had applied through the RFP process in 2022 for the Choice & Enrollment campaign. Pubic Good was the lowest bidder and their Agreement was approved at the December 22, 2022 Special Board of Education Meeting. Under the circumstances, the contractor assumed the Agreement was approved.
- Staff were under a tight deadline due to increased requirements from the State funding source and assumed, that given past practice, they could proceed with services from this contractor.
- Contractor is an approved vendor: Contractor completed certification as a woman owned business through the City of New Haven and has been approved as a vendor. She is willing to participate in RFQ's when presented or providing quotes as requested. She also understands that under no circumstance will she perform future services unless notified that she had an approved Agreement.

Recommendations:

1. Board Request: Recommend Approval of Agreement and pay the contractor for services rendered in good faith with an advisory that work will not be performed for further projects unless the contractor has been notified that the Agreement is approved by the Board of Education.
2. Superintendent Action:
  - a. The department's staff will participate in training to ensure compliance with future projects.
  - b. Now that the City Charter revisions have been approved, the district will seek clarification from City Purchasing, update guidelines and internal policies to reflect those changes.
  - c. Training on procurement policies and procedures will be performed for all staff.
  - d. Internal process for notifying contractors of Board action on Agreements will be outlined.



NEW HAVEN PUBLIC SCHOOLS  
**AGREEMENT COVER SHEET**

Please Type

Contractor full name: Public Good, LLC

Doing Business As, if applicable:

Business Address: 135 Seneca Road New Haven, CT 06515

Business Phone: 203-506-7040

Business email: laine@publicgood.design

Funding Source & Acct # including location code: Head Start Basic Funds 2532-5279-56694 location: 0443

Principal or Supervisor: Mary Derwin

Agreement Effective Dates: From 07/25/2023 - 06/30/2024

Hourly rate or per session rate or per day rate.

Project Management \$1250.00	Lawn Signs with stakes: \$1400.00
Postcard design and Mailing: \$7,300.00	Die Cut Door Hangers: \$785.00
Bus Advertising-Design and Display: \$15,900.00	Street Banners (2): \$2900.00
Website Update \$1925.00	Email Blasts: \$6025.00
	Billboards Design and Display-\$10,090.00

Total amount: \$ 47,575.00

Description of Service: Public Good in collaboration with NHPS Head Start will develop, design, provide production, assistance, coordination, and delivery of all the creative content for the 2023 Head Start Recruitment Campaign. Services consist of billboards, flyers, digital media, postcards for direct mailings as well as bus advertisements.

Submitted by:

Mary Derwin

Phone:

203-980-5065



NEW HAVEN PUBLIC SCHOOLS

## Memorandum

**To:** New Haven Board of Education Finance and Operations Committee  
**From:** Mary Derwin  
**Date:** July 10, 2023  
**Re:** Public Good, LLC

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Please answer all questions and attach any required documentation as indicated below. Please have someone **ready to discuss** the details of each question during the Finance & Operations meeting or this proposal might not be advanced for consideration by the full Board of Education.

1. **Contractor Name:** Public Good, LLC

2. **Description of Service:**

Public Good in collaboration with NHPS Head Start will develop, design, coordinate, production assistance and delivery of all the creative content for the 2023 Head Start Recruitment Campaign. Services consist of billboard design and display, recruitment flyers, digital media, post cards and direct mailings, as well as bus advertisement design and display.

3. **Amount of Agreement and hourly or session cost:**

- Bus Ad design and displays: \$15,900.00
- Postcard Mailing: \$7,300.00 (mailing lists and postage)
- Billboard Ads design and display: \$10,090.00
- Project Management \$1250.00
- Lawn Signs with stakes: \$1400.00 (design, production, and delivery)
- Door Hangers: \$785.00
- Street Banners: \$2900.00
- Email Blasts: \$6025.00
- Website Update \$1925.00

Total amount: \$47,575.00

4. **Funding Source** and account number: Head Start Basic Funds: 2532-5279-56694 location: 0443

5. **Approximate number of staff served through this service:** Outreach and registration staff will utilize these materials in their campaign- approximately 15 people

6. **Approximate number of students served through this service:** at a minimum 531

7. **Continuation/renewal or new Agreement?** New

**Answer all questions:**

- a. If continuation/renewal, has the cost increased? If yes, by how much? We have used them in the past. This quote is twenty thousand less as we own artwork and design.
- b. What would an alternative contractor cost: 70,000 and this vendor provides comprehensive services- works with NHPS Choice and Enrollment and Program in past
- c. If this is a continuation, when was the last time alternative quotes were requested? N/A
- d. For new or continuation is this a service existing staff could provide? If no, why not? No, NHPS does not have an advertising department

**8. Type of Service:**

**Answer all questions:**

- a. Professional Development? No
  - i. If this is a professional development program, can the service be provided by existing staff? If no, why not? N/A
- b. After School or Extended Hours Program? No
- c. School Readiness or Head Start Programs? Head Start-All students who do not meet the eligibility requirements are referred to School Readiness.
- d. Other: (Please describe)- Advertisement and communications for recruitment campaign for preschool students

**9. Contractor Classification:**

**Answer all questions:**

- a. Is the Contractor a Minority or Women Owned Business? Woman owned
- b. Is the Contractor Local? Yes
- c. Is the Contractor a Not-for-Profit Organization? If yes, is it local or national? No
- d. Is the Contractor a public corporation? No
- e. Is this a renewal/continuation Agreement or a new service? New
- f. If it is a renewal/continuation has cost increased? If yes, by how much? N/A
- g. Will the output of this Agreement contribute to building internal capabilities? If yes, please explain: No, however the program will use the artwork developed in the past to reduce expenses.

**10. Contractor Selection:**

**Answer all questions**

- a. What specific skill set does this contractor bring to the project? If a new contractor, please attach a copy of the contractor's resume.  
The contractor will be able to use creative content that was created for the 2022 recruitment drive. The contractor is a local vendor and has done work for the Program and NHPS Choice and Enrollment Office.
- b. How was the Contractor selected? Quotes, RFP/RFQ, Sealed Bid or Sole Source? Local vendor who provides comprehensive advertising services and coordinates with Vector Media, and OutFront Media
- c. Was the contract the lowest bidder? The contractor was selected because they met budget/time constraints and was a local vendor with a past relationship with the program and NHPS Choice and Enrollment Department.
- d. Who were the members of the selection committee that scored the bid applications? N/A
- e. If the contractor is a sole source, please attach a copy of the Sole Source designation letter from the City of New Haven Purchasing Department. N/A Head Start waiver for

competitive bids on effort to expedite procurement based on enrollment needs due to pandemic (see attached)

## 11. Evidence of Effectiveness & Evaluation

### Answer all questions

- a. What specific need will this contractor address and how will the contractor's performance be measured and monitored to ensure that the need is met? This contractor will develop, design, provide production assistance, coordination, and delivery of recruitment materials for NHPS Head Start. The performance will be measured by enrollments and registration inquiries.
- b. If this is a renewal/continuation service attach a copy of the evaluation or archival data that demonstrates effectiveness.
- c. How is this service aligned to the District Continuous Improvement Plan?  
The service will ensure all New Haven preschool age and income eligible children have an opportunity for a preschool experience. This vendor provides a multimedia approach to advertising for recruitment and provides camera ready design that can be printed internally.

It is directly related to Goal #1 of the NHPS Strategic Plan, Strong Foundation in Early Learning: If we assure that all students receive high quality early childhood experiences, focusing on appropriate Child Developmental Strategies, then all students will have the necessary skills to meet their personal growth targets.

- By 2024 80% of PreK-3 students with uninterrupted learning will meet or exceed grade level literacy and math benchmarks.
- By 2024 100% of students will meet or exceed grade level growth expectations.
- By 2024 100% of elementary schools and 85% of all PreK-3 classrooms will have fully implemented play-based/inquiry-based learning.

## 12. Why do you believe this Agreement is fiscally sound?

This agreement is sound because it is economical, budgeted for, and will advertise the Head Start message using all forms of media. The message will be able to be received by families throughout the city, targeting areas of highest need.

## 13. What are the implications of not approving this Agreement?

The Head Start program would remain under enrolled which could lead to the issuing of a non-compliance finding, ultimately resulting in a decrease in funding. The Head Start Program is required to meet the funded enrollment of 531 slots and document evidence of all recruitment and advertising efforts.



NEW HAVEN PUBLIC SCHOOLS

**AGREEMENT**  
**By And Between**  
**The New Haven Board of Education**  
**AND**

**Public Good Design**

FOR DEPARTMENT/PROGRAM:

**NHPS Head Start Program**

This Agreement entered into on the 24<sup>th</sup> day of July 2023, effective (*no sooner than the day after Board of Education Approval*), the 25<sup>th</sup> day of July, 2023, by and between the New Haven Board of Education (herein referred to as the "Board" and, Public Good Design located at, 135 Seneca Road, New Haven, CT.

**Compensation:** The Board shall pay the contractor for satisfactory performance of services required in the amount of \$47,575.00.

The maximum amount the contractor shall be paid under this agreement: Forty-five thousand, five hundred seventy-five dollars (\$47,575.00). Compensation will be made upon submission of an itemized invoice which includes a detailed description of work performed and date of service.

Fiscal Support for this agreement shall be by the Head Start Program of the New Haven Board of Education, Head Start Basic funds, **Account Number:** 2532-5279-56694 location: 0443

This agreement shall remain in effect from July 25, 2023, to June 30, 2024.

**SCOPE OF SERVICE:** *Please provide brief summary of service to be provided.*

- Bus Ad design and displays: \$15,900.00
- Postcard Mailing: \$7,300.00 (mailing lists and postage)
- Billboard Ads design and display: \$10,090.00
- Project Management \$1250.00
- Lawn Signs with stakes: \$1400.00 (design, production, and delivery)
- Door Hangers: \$785.00
- Street Banners: \$2900.00
- Email Blasts: \$6025.00
- Website Update \$1925.00
  
- Total amount: \$47,575.00

**Exhibit A: Scope of Service:** Please attach contractor's detailed Scope of Service on contractor letterhead with all costs for services including travel and supplies, if applicable.

**Exhibit B: Student Data and Privacy Agreement:** Attached

**APPROVAL:** This Agreement must be approved by the New Haven Board of Education *prior to service start date*. Contractors may begin service no sooner than the day after Board of Education approval.

**HOLD HARMLESS:** The Contractor shall insure and/or indemnify the Board and its members, employees and agents against all claims, suits, and expenses, including reasonable attorney's fees, in connection with loss of life, bodily injury or property damage arising from any neglect act or omission of the Contractor or its employees or agents. Further, the Contractor covenants and agrees that it shall hold the Board and its members, employees and agents harmless against any and all claims, suits judgments of any description whatsoever caused by the Contractor 'breach of this agreement or based upon the conduct of the Contractor, or its agents or its employees or arising out of in connection with their activities under this agreement.

**TERMINATION:** The Board may cancel this agreement for any reason upon thirty (30) days' written notice sent to the Contractor by certified U.S. mail, return receipt requested; provided however, that the Board shall be responsible to the Contractor for all services rendered by the Contractor through the last day of thirty (30) day notice period, as long as the Agreement was approved by the Board prior to the start date of service.

  
\_\_\_\_\_  
Contractor Signature

\_\_\_\_\_  
President  
New Haven Board of Education

7-11-23  
Date

\_\_\_\_\_  
Date

Alaina (Laine) Driscoll, Principal  
Contractor Printed Name and Title



NEW HAVEN PUBLIC SCHOOLS

**EXHIBIT B**

**STUDENT DATA PRIVACY AGREEMENT  
SPECIAL TERMS AND CONDITIONS**

For the purposes of this Exhibit B "directory information," "de-identified student information," "school purposes," "student information," "student records," "student generated content," and "targeted advertising" shall be as defined by Conn. Gen. Stat. §10-234aa.

1. All student records, student information, and student-generated content (collectively, "student data") provided or accessed pursuant this Agreement or any other services agreement between the Parties are not the property of, or under the control of, the Contractor.
2. The Board shall have access to and the ability to delete student data in the possession of the Contractor except in instances where such data is (A) otherwise prohibited from deletion or required to be retained under state or federal law, or (B) stored as a copy as part of a disaster recovery storage system and that is (i) inaccessible to the public, and (ii) unable to be used in the normal course of business by the Contractor. The Board may request the deletion of any such student information, student records or student generated content if such copy has been used by the operator to repopulate accessible data following a disaster recovery. The Board may request the deletion of student data by the contractor within two (2) business days of receiving such a request and provide to the Board confirmation via electronic mail that the student data has been deleted in accordance with the request, the date of its deletion, and the manner in which it has been deleted. The confirmation shall contain a written assurance from the Contractor that proper disposal of the data has occurred in order to prevent the unauthorized access or use of student data and that deletion has occurred in accordance with industry standards/practices/protocols.
3. The Contractor shall not use student data for any purposes other than those authorized pursuant to this Agreement.
4. A student, parent or legal guardian of a student may review personally identifiable information contained in student data and correct any erroneous information, if any, in such student data. If the Contractor receives a request to review student data in the Contractor's possession directly from a student, parent, or guardian, the Contractor agrees to refer that individual to the Board and to notify the Board within two (2) business days of receiving such a request. The Contractor agrees to work cooperatively with the Board to permit a student, parent, or guardian to review personally identifiable information in student data that has been shared with the Contractor, and correct any erroneous information therein.

5. The Contractor shall take actions designed to ensure the security and confidentiality of student data.
6. The Contractor will notify the Board, in accordance with Conn. Gen. Stat. § 10-234dd, when there has been an unauthorized release, disclosure or acquisition of student data. Such notification will include the following steps:

Upon discovery by the Contractor of a breach of student data, the Contractor shall conduct an investigation and restore the integrity of its data systems and, without unreasonable delay, but not more than thirty (30) days after such discovery, shall provide the Board with a more detailed notice of the breach, including but not limited to the date and time of the breach; name(s) of the student(s) whose student data was released, disclosed or acquired; nature of and extent of the breach; and measures taken to ensure that such a breach does not occur in the future.

7. Student data shall not be retained or available to the Contractor upon expiration of the contract between the Contractor and Board, except a student, parent or legal guardian of a student may choose independently to establish or maintain an electronic account with the Contractor after the expiration of such contract for the purpose of storing student generated content.
8. The Contractor and Board shall each ensure their own compliance with the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g, as amended from time to time.
9. The Contractor acknowledges and agrees to comply with the above and all other applicable aspects of Connecticut's Student Data Privacy law according to Connecticut General Statutes §§ 10-234aa through 10-234dd.
10. The Parties agree that this Agreement controls over any inconsistent terms or conditions contained within any other agreement entered into by the Parties concerning student data.

Revised: 10/2/18

# ESTIMATE

Public Good, LLC  
15 James St  
New Haven, CT 06513

laine@publicgood.design  
+1 (203) 506-7040  
www.publicgood.design



## Head Start New Haven

### Bill to

Head Start New Haven  
54 Meadow St.  
3rd Floor  
New Haven, Connecticut 06519  
United States

### Estimate details

Estimate no.: 1027  
Estimate date: 07/05/2023

Product or service	Amount
<b>1. Bus Displays</b> BUS DISPLAY ADS: King-size bus ads for advertising Open House and Application Period information on city busses. 2 unique bus ads or additional ads as needed. Design and display of ads on 12 busses to run throughout New Haven.	1 unit × \$15,900.00 \$15,900.00
<b>2. Postcard Mailing</b> OUTREACH: Postcard mailer design & EveryDoorDirect mailing list purchase for 30000 homes to advertise to targeted households with children in the neighborhoods specified. Postage for the mailing.	1 unit × \$7,300.00 \$7,300.00
<b>3. Billboard Ads</b> BILLBOARD ADS: Advertisements for display on vinyl billboards in the neighborhoods of Hill, Dixwell and Fair Haven within New Haven's target neighborhoods. 2-unique billboards created and emailed to provider. Design and display of billboard ads.	1 unit × \$10,090.00 \$10,090.00
<b>4. Project Management</b> PROJECT MANAGEMENT: Management of information gathered from among all vendors.	1 unit × \$1,250.00 \$1,250.00
<b>5. Website Update</b> WEBSITE: Updates and new integrations to the website including but not limited to new NHPS photography and new Head Start text to describe programming, contact us email box, . Link directly to the application via NHPS website. Spanish version of entire page. Update site from Joomla V3 to Joomla V4 in compliance with web standards. Update application and flyer.	1 unit × \$1,925.00 \$1,925.00
<b>6. Lawn Signs w/ Stakes</b> LAWN SIGNS: Lawn signs with step stakes. English and Spanish language. Large Size: 16" x 24" with metal step stakes. Qty: 132 total.	1 unit × \$1,400.00 \$1,400.00
<b>7. Door Hangers</b> DOOR HANGERS: Die cut door hangers printed on sturdy stock. Size: 3.5x8.5. Qty: 2500	\$785.00
<b>8. Street-Banners</b> STREET BANNERS: Tough-grade outdoor vinyl street banners. Size 3' x 30'. To be hung at Grand Avenue and Whalley Avenue.	2 units × \$1,450.00 \$2,900.00

9. **EmailBlasts**

1 unit x \$6,025.00

\$6,025.00

E-BLASTS + SUBSCRIPTION SERVICE: 4-email blasts per month for 4-months (16 total). Design and management of blasts through subscription service. Creation of a beautiful email template. Each email lovingly written and crafted with all the latest news and details - newsletter-style - for subscribers. Full service software package.

**Total**

**\$47,575.00**



# FINANCIAL REPORTS

Period Ending October 31, 2023

New Haven Board of Education  
Finance & Operations Committee Meeting  
November 20, 2023



## Core Values

We believe...

- 1 Equitable opportunities** create the foundation necessary for every child to succeed
- 2 A culture of continuous improvement** will ensure that all staff are learners and reflective practitioners
- 3 High expectations** and standards are necessary to prepare students for college and career
- 4 Collaboration** and partnerships with families and the New Haven community will enhance learning and achievement



## Mission

To provide all students in New Haven Public Schools with personalized, authentic, and engaging learning experiences through creativity, exploration, innovation, critical thinking, problem-solving, and high quality instruction. To foster a culture of continuous improvement through collaborative partnerships with staff, families, and the New Haven community. To support students' growth and development by utilizing the Whole Child Framework.

## Vision

Our vision is to be a premier urban school district that ensures access to equitable opportunities and successful outcomes for all students as they prepare for college, career, and life.

## Priority Areas for 2020-2024

- |  |                                |
|--|--------------------------------|
| <b>1 Academic Learning</b>             | <b>2 Culture &amp; Climate</b> |
| <b>3 Youth &amp; Family Engagement</b> | <b>4 Talented Educators</b>    |
| <b>5 Operational Efficiencies</b>      |                                |

- Monthly Financial Report General Funds as of October 31, 2023
- Monthly Financial Report Special Funds as of October 31, 2023

- Total expenditures through 10/31/23 are \$61.6M
- General Fund expenditures incurred through 10/31/23 are \$36.9M or 18.19% of the adopted budget.
- Special Fund expenditures incurred through 10/31/23 are \$24.7M or 20% of the current budget

# **Financial Report – General Fund October 31, 2023**

# General Fund/Operating Budget



NEW HAVEN PUBLIC SCHOOLS

	FY2024 Adjusted Budget (A)	MONTHLY YTD Actuals (B)	YTD %	MONTHLY Encumbrances (C)	Available (A-B+C)	Full-Year Expenditure Forecast (F)	Full Year Variance (A-F)
<b>Salaries</b>							
Teacher Full-Time	\$78,872,625	(\$16,393,224)	20.78%	\$0	\$62,479,401	79,521,428	351,197
Admin & Management Full-Time	17,808,772	(5,779,827)	32.45%	0	12,028,945	17,555,740	(746,968)
Paraprofessionals	3,518,943	(747,177)	21.23%	0	2,771,766	3,521,407	(2,464)
Support Staff Full-Time	11,434,949	(3,571,751)	31.24%	0	7,863,198	11,301,341	133,608
Part Time & Seasonal	3,023,852	(356,133)	11.78%	(242,000)	2,425,719	2,015,047	1,008,805
Substitutes	1,000,000	(374,541)	37.45%	0	625,459	500,000	500,000
Overtime, Benefits, Other	3,528,550	(1,205,313)	34.16%	(60,555)	2,262,681	4,209,448	(708,948)
<b>Total Salaries and Benefits</b>	<b>\$119,187,691</b>	<b>(\$28,427,966)</b>	<b>23.85%</b>	<b>(\$302,555)</b>	<b>\$90,457,170</b>	<b>\$ 118,624,412</b>	<b>\$ 535,229</b>
<b>Supplies and Services</b>							
Instructional Supplies	\$3,343,248	(\$1,116,795)	33.40%	(\$1,195,529)	\$1,030,924	3,229,273	92,975
Tuition	24,368,195	(1,658,888)	6.81%	(28,091,197)	(5,381,891)	25,125,179	(756,984)
Utilities	12,256,000	(1,762,508)	14.38%	(9,300,583)	1,192,910	11,923,351	297,649
Transportation	26,569,950	(1,060,987)	3.99%	(35,551,790)	(10,042,826)	33,255,087	(6,695,637)
Maintenance, Property, Custodial	2,401,061	(468,432)	19.51%	(968,643)	963,986	1,274,711	1,128,098
Other Contractual Services	15,137,639	(2,480,193)	16.38%	(11,846,848)	810,599	14,618,237	612,204
<b>Total Supplies and Services</b>	<b>\$84,076,093</b>	<b>(\$8,547,802)</b>	<b>10.17%</b>	<b>(\$86,954,590)</b>	<b>(\$11,426,299)</b>	<b>\$ 89,425,839</b>	<b>\$ (5,321,696)</b>
<b>General Fund Totals</b>	<b>\$203,263,784</b>	<b>(\$36,975,768)</b>	<b>18.19%</b>	<b>(\$87,257,145)</b>	<b>\$79,030,871</b>	<b>\$ 208,050,251</b>	<b>\$ (4,786,467)</b>

- How to read the Monthly Financial and/or EOY Forecast Report (Unaudited) as of October 31, 2023 (letters refer to column letters on the prior page):
  - A- FY2024 Adopted Budget: These are the adopted totals for each category for FY 2023-24 (does not reflect any budget revisions)
  - B Monthly YTD Actuals: This is what was actually spent as of 10/31/23 without adjustments.
  - C Monthly Encumbrances: Any encumbrances which have been processed in Munis
  - (A-B+C) Available: What is available in Munis to spend as of 10/31/23.
  - F Full Year Expenditure Forecast – this is a projected expenditure by year end taking into consideration reimbursements and other adjustments (tuition reimbursements, revenue applied to each category, etc) This is not part of the actual expenditures, but rather where we expect to finally spend by 8/31/24 after these types of adjustments.
  - (A-F) Full Year Variance: With anticipated adjustments, where we will end the year after all costs and adjustments by category.
  - Monthly actual costs can be found in the next three slides (Monthly Financial Report (Unaudited) – October 31, 2023 in column “MTD Actual”

# General Fund (cont)



NEW HAVEN PUBLIC SCHOOLS

Fiscal Year 2023-2024  
 Education Operating Fund (General Fund)  
 Monthly Financial Report (Unaudited) - October 31, 2023

YTD by Period	Account Description	Adjusted Budget	YTD Actual	MTD Actual	Encumb.	Available Budget	% Used
Teachers Full-Time	Teachers	\$78,872,625	\$16,393,224	\$5,387,427	\$0	\$62,479,401	20.78
Admin & Management Full-Time	Salaries	1,220,975	379,959	89,402	0	841,016	31.12
	Directors Salaries	1,107,421	221,430	52,101	0	885,991	20.00
	Supervisor	2,404,397	862,779	181,411	0	1,541,618	35.88
	Department Heads/Principals/Aps	11,041,226	3,665,106	980,922	0	7,376,120	33.19
	Management	2,034,753	650,553	144,317	0	1,384,200	31.97
	<b>Sub-Total</b>	<b>\$17,808,772</b>	<b>\$5,779,827</b>	<b>\$1,448,153</b>	<b>\$0</b>	<b>\$12,028,945</b>	<b>32.45</b>
Paraprofessionals	ParaProfessionals	3,518,943	747,177	374,927	0	2,771,766	21.23
Support Staff Full-Time	Wages Temporary	438,810	138,341	58,996	-	300,469	31.53
	Custodians	4,635,565	1,498,098	359,329	0	3,137,467	32.32
	Building Repairs	767,430	290,543	73,390	0	476,887	37.86
	Clerical	2,711,508	865,771	237,999	0	1,845,737	31.93
	Security	2,779,123	760,864	204,279	0	2,018,259	27.38
	Truck Drivers	102,513	18,133	4,267	0	84,380	17.69
	<b>Sub-Total</b>	<b>\$11,434,949</b>	<b>\$3,571,751</b>	<b>\$938,259</b>	<b>\$0</b>	<b>\$7,863,198</b>	<b>31.24</b>
Part Time & Seasonal	Coaches	650,000	0	0	0	650,000	0.00
	Other Personnel	180,000	8,758	7,725	220,000	(48,758)	0.00
	Part-Time Payroll	1,953,096	306,522	157,275	22,000	1,624,574	16.82
	Seasonal	140,756	40,853	0	0	99,903	29.02
	Teachers Stipend	100,000	0	0	0	100,000	0.00
	Tutors	0	0	0	0	0	0.00
	<b>Sub-Total</b>	<b>\$3,023,852</b>	<b>\$356,133</b>	<b>\$165,000</b>	<b>\$242,000</b>	<b>\$2,425,719</b>	<b>19.78</b>
Substitutes	Substitutes	\$ 1,000,000	\$ 374,541	\$ 243,451	\$ -	\$ 625,459	\$ 37
Overtime, Benefits, Other	Overtime	577,825	581,330	173,333	0	(3,505)	100.61
	Longevity	277,175	383	0	0	276,792	0.14
	Custodial Overtime	575,500	523,918	94,206	0	51,582	91.04
	Retirement	1,600,000	99,106	53,469	49,338	1,451,555	9.28
	Medical Supplies	0	0	0	0	0	0.00
	In-Service Training	0	0	0	0	0	0.00
	Employment Comp	470,000	102	50	0	469,898	0.02
	Professional Meetings*	28,050	474	0	11,217	16,359	41.68
	<b>Sub-Total</b>	<b>\$3,528,550</b>	<b>\$1,205,313</b>	<b>\$321,057</b>	<b>\$60,555</b>	<b>\$2,262,681</b>	<b>35.88</b>
	<b>Salaries Sub-Total</b>	<b>\$119,187,691</b>	<b>\$28,427,966</b>	<b>\$8,878,274</b>	<b>\$302,555</b>	<b>\$90,457,170</b>	<b>24.11</b>

# General Fund



NEW HAVEN PUBLIC SCHOOLS

<b>Instructional Supplies</b>	Equipment	373,001	48,823	38,138	181,233	142,945	61.68
	Computer Equipment	112,097	25,123	12,452	15,404	71,570	36.15
	Software	41,076	4,668	1,034	15,728	20,679	0.00
	Furniture	103,099	43,736	22,695	34,586	24,777	75.97
	Materials & Supplies Intruction	0	0	0	0	0	0.00
	Materials & Supplies Admin.	0	0	0	0	0	0.00
	Office/Classroom Supplies	0	0	0	0	0	0.00
	Testing Materials	48,500	0	0	14,826	33,674	30.57
	Education Supplies Inventory	499,887	216,007	55,765	112,152	171,728	65.65
	General/Office Supplies	1,333,626	573,716	207,489	649,595	110,315	91.73
	Academic Awards	0	0	0	0	0	0.00
	Books, Maps, etc.	0	0	0	0	0	0.00
	Textbooks	300,562	34,140	16,902	76,492	189,931	36.81
	Library Books	132,515	0	0	485	132,030	0.37
	Periodicals	1,000	0	0	0	1,000	0.00
	Other Materials & Supplies	0	0	0	0	0	0.00
	Duplicating & Photo Supplies	0	0	0	0	0	0.00
	Audio-Visual Supplies	0	0	0	0	0	0.00
	Communications/Websites	0	0	0	0	0	0.00
	Registrations, Dues & Subscrip.	111,985	65,130	4,722	10,804	36,052	67.81
	Student Activities	151,500	77,400	10,514	5,625	68,475	54.80
	Graduation	55,400	0	0	13,035	42,365	23.53
	Emergency Medical	59,000	28,053	10,734	65,564	(34,617)	158.67
Printing & Binding	20,000	0	0	0	20,000	0.00	
Parent Activities	0	0	0	0	0	0.00	
	<b>Sub-Total</b>	<b>\$3,343,248</b>	<b>\$1,116,795</b>	<b>\$380,445</b>	<b>\$1,195,529</b>	<b>\$1,030,924</b>	<b>69.16</b>
<b>Tuition</b>	Tuition	24,368,195	1,658,888	772,256	28,091,197	(5,381,891)	122.09
<b>Utilities</b>	Natural Gas	2,546,500	105,141	0	2,441,359	0	100.00
	Electricity	8,359,500	1,353,055	603,202	6,083,394	923,051	88.96
	Heating Fuels	10,000	0	0	0	10,000	0.00
	Water	295,000	105,078	105,078	228,922	(39,000)	113.22
	Telephone	675,000	84,700	5,943	313,173	277,128	58.94
	Telecommunications/Internet	90,000	18,000	18,000	40,038	31,962	64.49
	Sewer Usage	245,000	72,413	66,303	193,697	(21,110)	108.62
	Gas & Oil	35,000	24,121	6,311	0	10,879	68.92
	<b>Sub-Total</b>	<b>\$12,256,000</b>	<b>\$1,762,508</b>	<b>\$804,836</b>	<b>\$9,300,583</b>	<b>\$1,192,910</b>	<b>90.27</b>
<b>Transportation</b>	Milage	588,400	82,919	12,952	475,499	29,983	94.90
	Business Travel	10,500	2,987	0	4,072	3,441	67.23
	Transportation	14,720,898	320,529	283,677	18,123,645	(3,723,276)	125.29
	Special Education Transportation	5,198,895	116,959	79,138	6,528,898	(1,446,962)	127.83
	Transportation Techincal Schools	437,000	8,500	8,500	641,500	(213,000)	148.74
	Transit Bus Passes	152,375	0	0	0	152,375	0.00
	Field Trips	237,085	3,874	3,499	65,918	167,292	29.44
	InterDistrict Transportation	1,313,680	0	0	4,530,000	(3,216,320)	344.83
	Outplacment Transportation	3,705,000	546,842	371,767	4,719,738	(1,561,580)	142.15
Field Trips (Non-Public)	206,117	(21,624)	11,660	462,520	(234,778)	213.91	
	<b>Sub-Total</b>	<b>\$26,569,950</b>	<b>\$1,060,987</b>	<b>\$771,194</b>	<b>\$35,551,790</b>	<b>(\$10,042,826)</b>	<b>137.80</b>

# General Fund (cont)



NEW HAVEN PUBLIC SCHOOLS

<b>Maintenance, Property, Custodial</b>	School Security	12,000	840	0	0	11,160	7.00
	Building & Grounds Maint. Supp.	100,000	50,095	22,804	39,034	10,871	89.13
	Custodial Supplies	513,000	176,949	35,311	315,042	21,009	95.90
	Light Bulbs	30,000	3,640	3,058	2,243	24,117	19.61
	Uniforms	33,252	3,000	0	10,935	19,317	41.91
	Moving Expenses	50,000	0	0	0	50,000	0.00
	Cleaning	26,000	0	0	16,000	10,000	61.54
	Repairs & Maintenance	102,809	0	0	30,828	71,981	29.99
	Building Maintenance	575,000	107,340	34,535	292,984	174,675	69.62
	Rental	120,000	0	0	23,751	96,249	19.79
	Rental of Equipment	9,000	3,959	3,959	16,041	(11,000)	222.22
	Maintenance Agreement Services	745,000	83,315	47,191	219,595	442,090	40.66
	Vehicle Repairs	85,000	39,293	8,808	2,190	43,517	48.80
	Rolling Stock	0	0	0	0	0	0.00
	<b>Sub-Total</b>	<b>\$2,401,061</b>	<b>\$468,432</b>	<b>\$155,666</b>	<b>\$968,643</b>	<b>\$963,986</b>	<b>59.85</b>
<b>Other Contractual Services</b>	Other Contractual Services *	4,465,397	274,681	36,691	2,636,116	(373,962)	65.19
	* <b>Special Education</b>	1,574,340	7,310	0	2,078,340	(511,310)	132.48
	* <b>Facilities</b>	7,245,558	178,055	0	6,015,624	1,051,879	85.48
	* <b>IT</b>	814,344	622	0	668,494	145,228	82.17
	Legal Services	400,000	2,430	2,430	342,570	55,000	86.25
	Other Purchased Services	27,500	182	0	39,919	(12,601)	145.82
	Postage & Freight	160,500	88,352	702	65,784	6,364	96.03
	Claims	450,000	0	0	0	450,000	0.00
	Contingencies	0	0	0	0	0	0.00
	<b>Sub-Total</b>	<b>\$15,137,639</b>	<b>\$551,631</b>	<b>\$39,823</b>	<b>\$11,846,848</b>	<b>\$810,599</b>	<b>81.90</b>
	<b>Supplies &amp; Services Sub-Total</b>	<b>\$84,076,093</b>	<b>\$6,619,241</b>	<b>\$2,924,221</b>	<b>\$86,954,590</b>	<b>(\$11,426,299)</b>	<b>111.30</b>
	<b>Combined Total</b>	<b>\$203,263,784</b>	<b>\$35,047,206</b>	<b>\$11,802,495</b>	<b>\$87,257,145</b>	<b>\$79,030,871</b>	<b>60.17</b>

\* Breakout of Other Contractual Services by Department

Reporting For Information Purposes Only - MTD Actuals for the Month referenced above.

## **Salaries**

1. Based on current spending certified salary lines will be supported by reimbursement sources as well as savings with vacancies.
2. Overtime budget for custodians and security due to staff shortages and summer cleaning. ESSER funds will be used to support most of the overtime costs for security and custodial needs as we await vacancies to be filled. We are currently meeting with department heads to develop a plan to reduce costs.

## **Non Personnel**

1. Schools have received ESSER funds to cover instructional supply needs including technology and enrichment activities/field trips.
2. We will continue to monitor and collect tuition fees and reimbursements to support the needs of tuition and transportation.
3. We will continue to monitor changes in utility costs. We monitor each month to compare projection with actual costs and adjust our projections accordingly.

**While we will use many of the mitigation strategies utilized last year such as**

- **reprogram unspent grant funds to cover needs where applicable**
- **continue to review request to hire ensuring that the new hire is coming at a appropriate salary based on experience and looking at individual building needs**
- **continue to monitor and request that all new grant applications that allow Indirect Costs to be included in the application**
- **Continue the work of surveying comparable districts to determine if our tuition reimbursement rates are in line and review need for rate increase for the upcoming year**
- **Continue to utilize approved ARP ESSER funds to cover costs through an extension**
  - **Para's working as substitutes**
  - **Bus Monitors**
  - **Extra cleaning costs due to Covid (Buses & Buildings)**
  - **Custodial and Security Overtime due to Covid related instances**

**We continue to take a look at all expenses and budget lines to see where we can make further cuts that do not affect the students as well as exploring other sources of non restrictive revenue.**

**As remaining ARP ESSER funds will sunset in September of 2024 we need to look at programs and resources and make the hard decisions this fiscal year so we will continue the work identified and also start looking at**

- **Building usage and overtime costs**
- **School Closures**
- **Review enrollment numbers and class size**
- **Roll back on Summer School and Bussing**
- **Part Time (non classroom)**

# Unknowns which may add additional costs



NEW HAVEN PUBLIC SCHOOLS

- **Utility (Gas, Oil, Electric)**
- **Unemployment Costs(Quarterly)**
- **Retirement payout costs(June 2024)**
- **Increases due to negotiated and pending union contracts**
- **Snow removal costs**
- **Litigation Costs**
- **Emergencies**
- *Keep in mind that the current budget reports are based year to date expenses and represent a snapshot in time. We also use historical data, current encumbrances and items within our control(known to us during the reporting period). We monitor closely and will continue to make changes as issues arise.*

# **Financial Report – Grants**

## **October 31, 2023**

# Monthly Financial Report – Grants



NEW HAVEN PUBLIC SCHOOLS

## Fiscal Year 2023-24 Special Funds Financial Report (Unaudited)

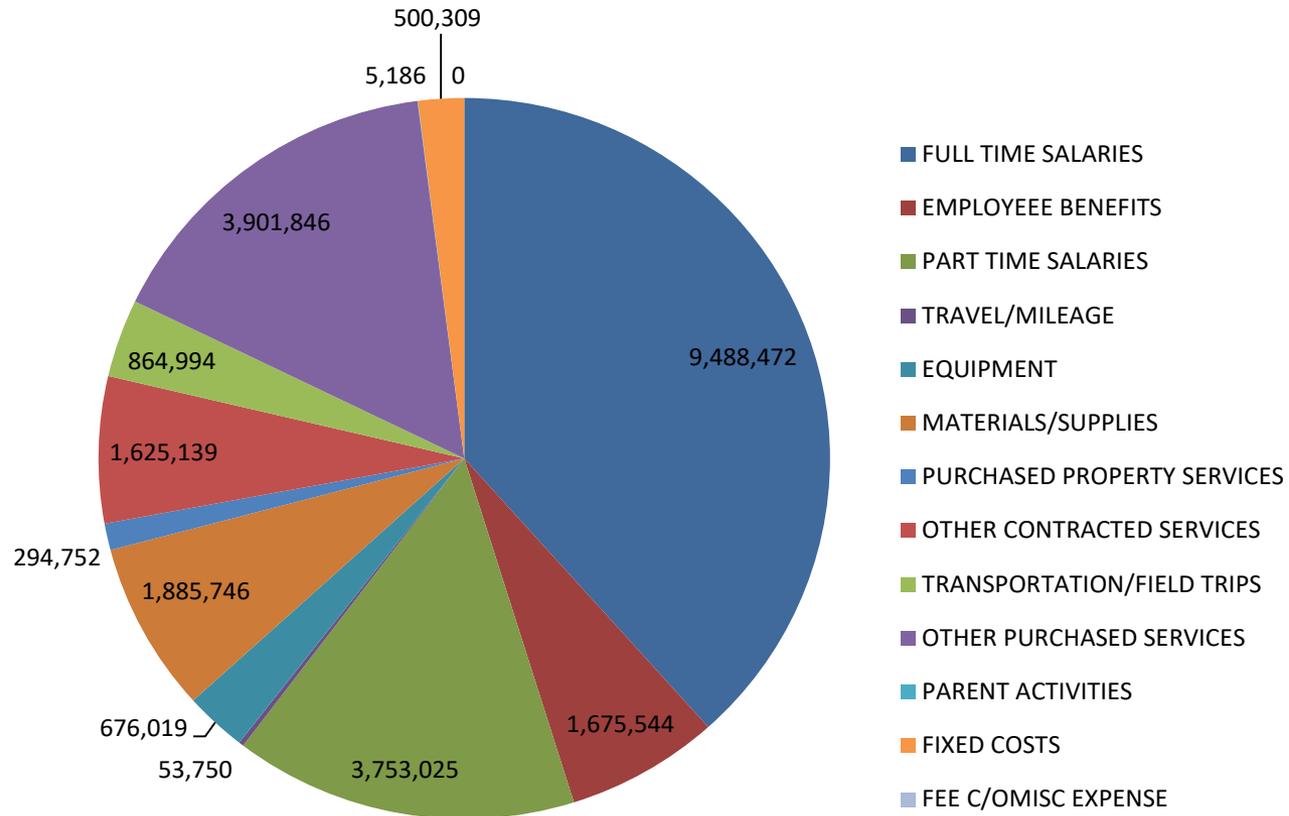
	Budget	YTD Actuals	Encumbered	Available
Full Time Salaries	38,223,203	9,488,472	134,962	28,599,768
Employee Benefits	8,469,444	1,675,544	0	6,793,900
Part Time Personnel	15,065,678	3,753,025	0	11,312,653
Travel/Mileage	397,655	53,750	0	343,905
Equipment/Technology	9,744,941	676,019	2,732,479	6,336,443
Materials/Supplies	7,221,655	1,885,746	2,331,512	3,004,397
Purchased Property Services	831,906	294,752	405,648	131,506
Other Professional/Technical	15,090,049	1,625,139	8,565,753	4,899,158
Transportation/Field Trips	2,884,772	864,994	95,771	1,924,007
Other Purchased Services	20,951,285	3,901,846	9,352,692	7,696,748
Parent Activities	40,407	5,186	0	35,221
Fixed Costs	2,217,393	500,309	0	1,717,084
Fees/Misc Expenses/Student Activities	150,000	0	0	150,000
<b>Grand Total</b>	<b>\$ 121,288,388</b>	<b>\$ 24,724,781</b>	<b>\$ 23,618,816</b>	<b>\$ 72,944,790</b>

# Monthly Financial Report – Grants



NEW HAVEN PUBLIC SCHOOLS

## 2023-24 GRANT FUNDED EXPENDITURES BY CATEGORY



- How to read the new grant revenue exhibit (letters refer to column letters on the prior page):
  - A The total amount we were awarded for the grant in 2022-23
  - B Because of Covid-19, we are permitted to roll over unexpended money in some grants in 2023-24. It 'carries over' to the next fiscal year.
  - C This is new funding we were awarded in 2023-24
  - D Funding we haven't received yet, but expect to receive.
  - E C+D. The total new money we'll receive for the grant this year.
  - F B+E. The sum of the carryover funds and the new money. This is what's available to spend in 2023-24.
  - GE-A. This measures the change in new money only, and excludes the effect of the carryover.
  - HG/A. Calculates, on a percentage basis, the change in the new money year over year.

# Summary of Grants Revenue



NEW HAVEN PUBLIC SCHOOLS

## Fiscal Year 2023-24 Special Funds Revenue

Count	Common Titles	A	B	C	D	E	F	G	H
		FY 2022-23 Funding	Carryover Funding	Received FY2023-24 Funding	Pending Approvals	Total Anticipated New Funding	Total Available Funds for 2023-24	YOY \$ Change in New Funds	YOY % Change
1	Law Education/School Security	\$787,061	\$787,061	\$0	\$0	\$0	\$787,061	(\$787,061)	0.0%
2	Impact Aid	\$65,476	\$65,126	\$0	\$0	\$0	\$65,126	(\$65,476)	-100.0%
3	Adult Education/Homeless	\$3,611,897	\$7,031	\$3,787,356	\$0	\$3,787,356	\$3,794,387	\$175,459	4.9%
4	IDEA	\$7,589,579	\$451,478	\$7,359,005	\$0	\$7,359,005	\$7,810,483	(\$230,574)	-3.0%
5	Perkins	\$505,020	\$0	\$41,115	\$505,020	\$546,135	\$546,135	\$41,115	8.1%
6	Title II A/Student Support	\$3,139,810	\$0	\$1,332,083	\$0	\$1,332,083	\$1,332,083	(\$1,807,727)	-57.6%
7	School Based Health/Parenting	\$1,412,408	\$0	\$1,394,594	\$0	\$1,394,594	\$1,394,594	(\$17,814)	-1.3%
8	Federal Magnet Grant	\$2,320,724	\$389,227	\$0	\$0	\$0	\$389,227	(\$2,320,724)	-100.0%
9	State Bilingual/Title III/Immigrant	\$1,128,962	\$341,171	\$0	\$925,589	\$925,589	\$1,266,760	(\$203,373)	-18.0%
10	School Readiness/Family Resource	\$10,681,257	\$230,397	\$10,137,290	\$0	\$10,137,290	\$10,367,687	(\$543,967)	-5.1%
11	Private Foundation	\$441,982	\$37,136	\$242,513	\$0	\$242,513	\$279,649	(\$199,469)	-45.1%
12	Title I/SIG	\$17,761,626	\$5,258,310	\$0	\$12,797,891	\$12,797,891	\$18,056,201	(\$4,963,735)	-27.9%
13	Head Start - Federal	\$9,592,853	\$0	\$6,730,860	\$0	\$6,730,860	\$6,730,860	(\$2,861,993)	-29.8%
14	Medicaid Reimbursement	\$260,701	\$25,319	\$217,865	\$0	\$217,865	\$243,184	(\$42,836)	-16.4%
15	Manufacturing Pathways	\$2,000,000	\$1,854,550	\$0	\$0	\$0	\$1,854,550	(\$2,000,000)	0.0%
16	Alliance/Comm Network/Low Performin	\$21,238,171	\$644,938	\$22,531,420	\$0	\$22,531,420	\$23,176,358	\$1,293,249	6.1%
17	State Misc Education Grants	\$37,872	\$2,057	\$0	\$26,605	\$26,605	\$28,662	(\$11,267)	-29.8%
18	Open Choice	\$414,109	\$0	\$0	\$0	\$0	\$0	(\$414,109)	-100.0%
19	Head Start - State	\$130,759	\$130,759	\$0	\$0	\$0	\$130,759	(\$130,759)	-100.0%
20	Priority/21st Century	\$5,657,191	\$49,031	\$5,169,721	\$0	\$5,169,721	\$5,218,752	(\$487,470)	-8.6%
21	Jobs for CT Youth	\$20,500	\$0	\$0	\$0	\$0	\$0	(\$20,500)	-100.0%
22	ARP After School	\$890,000	\$769,587	\$0	\$0	\$0	\$769,587	(\$890,000)	-100.0%
23	ESSER II	\$19,981,102	\$5,083,952	\$0	\$0	\$0	\$5,083,952	(\$19,981,102)	-100.0%
24	ARP ESSER	\$69,214,187	\$44,706,304	\$0	\$0	\$0	\$44,706,304	(\$69,214,187)	0.0%
25	ARP ESSER Special Education	\$1,551,134	\$375,804	\$0	\$0	\$0	\$375,804	(\$1,551,134)	0.0%
26	ARP ESSER Homeless Youth	\$472,682	\$302,663	\$432,664	\$0	\$432,664	\$735,327	(\$40,018)	0.0%
27	ARP ESSER SPPT	\$400,000	\$400,000	\$0	\$0	\$0	\$400,000	(\$400,000)	0.0%
		\$181,307,063	\$61,911,902	\$59,376,486	\$14,255,105	\$73,631,591	\$135,543,493	(\$107,675,472)	-59.4%

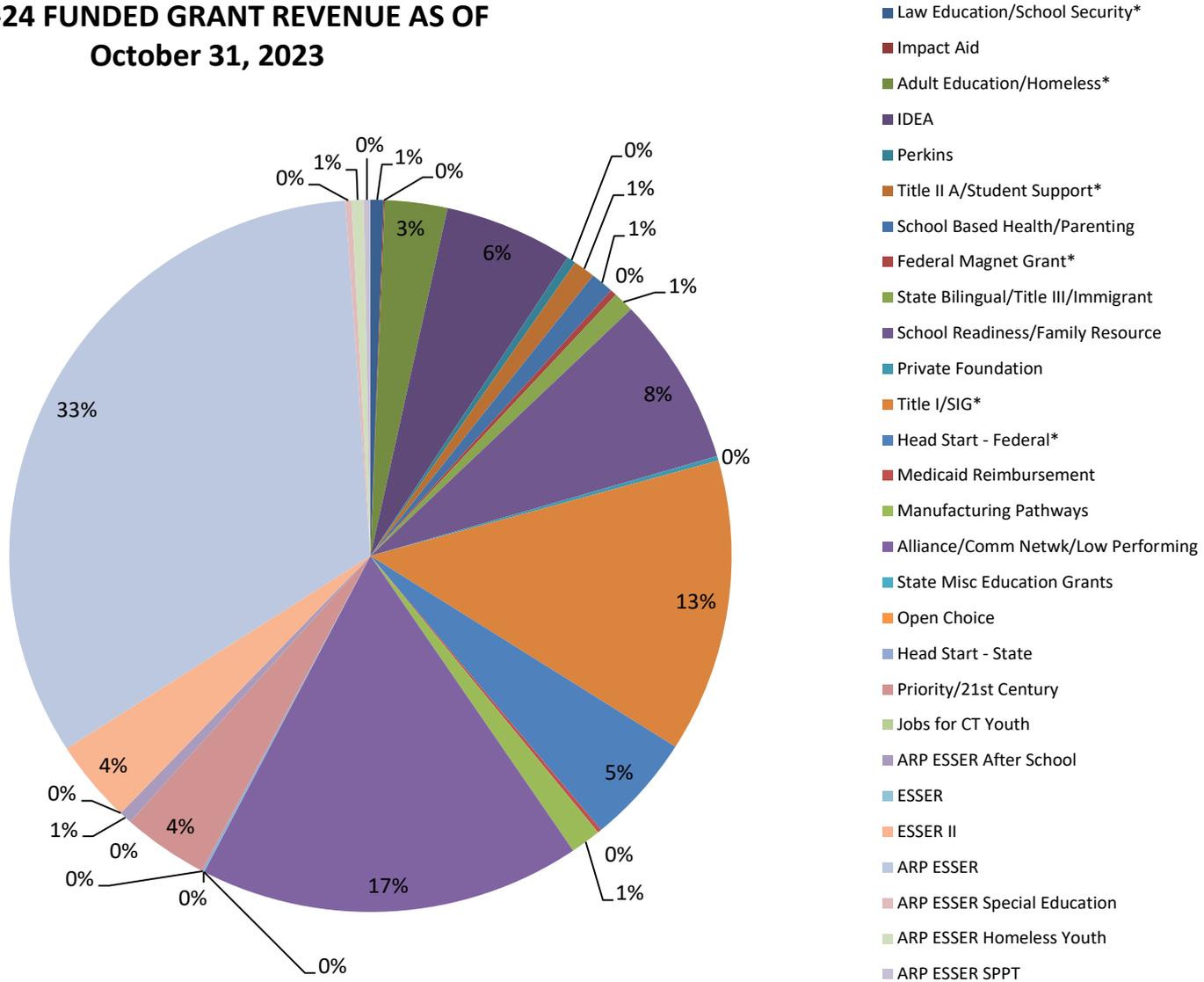
\*As a result of Covid 19 federal grants were awarded an extension to spend funds in fiscal year 2020-21, 2021-22 and recently received extension into FY23

# Monthly Financial Report – Grants



NEW HAVEN PUBLIC SCHOOLS

## 2023-24 FUNDED GRANT REVENUE AS OF October 31, 2023





**School Resource Officer Program Agreement  
between the New Haven Police Department  
and the New Haven Board of Education**

This Agreement is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2023, by and between the New Haven Police Department (the “Department”) and the New Haven Board of Education and New Haven Public Schools (together, the “School District”).

**I. Introduction**

School Resource Officer (“SRO”) support involves the placement of a law enforcement officer within the education environment. The SRO is an employee of the Department assigned by the Department to serve as liaison between the school community and the Department and to support the school administration and staff in maintaining a safe and positive school environment. Any individual hired as the SRO shall be a sworn City of New Haven police officer.

Each SRO is a visible and active law enforcement figure at the schools to which the SRO is assigned. The SRO may be a resource for instruction in the following areas: law-related education, violence diffusion, safety programs, social media safety, alcohol and drug prevention, crime prevention, and other pertinent subjects.

The Department and the School District shall review and adhere to the requirements and principles set forth in Conn. Gen. Stat. § 10-233m, including the implementation of a graduated response model for student discipline and training for SROs related to social-emotional learning and restorative practices.

**II. Goals and Objectives**

- Establish a positive working relationship in a cooperative effort to prevent juvenile delinquency and assist in student development.
- Maintain a safe and secure environment on school campuses, which will be conducive to learning.
- Promote positive attitudes regarding the role of police officers in today’s society.
- Strive to ensure a positive culture within the school community by being present, active, and engaged with the student population.
- Strive to ensure a consistent response to incidents of student misbehavior, clarify the role of law enforcement in school disciplinary matters, and reduce involvement of police and court agencies for misconduct at school and school-related activities.

**III. Supervision of School Resource Officers**

The Department agrees to provide up to nine (9) SROs for the School District. The SROs will be generally based at the larger high schools. However, the Superintendent shall determine where SRO support is required to fulfill the needs of the School District. The Superintendent shall then communicate to the Chief of Police where the specific support is necessary.

The Department, in consultation with the Superintendent of Schools, and the Chief of Police for the Department, will determine who will assume the role and responsibilities of the SRO. If the Department conducts interviews for the assignment to such position, the Superintendent or designee will be invited to attend the interviews.

The SRO shall remain an employee of the Department and shall not be an employee of the School District. As such, the Department shall bear the costs of the SRO Program. The School District acknowledges that the SRO will remain subject to the administration, supervision, and control of the Department. However, while acting in the capacity of an SRO, the SRO shall take direction from the Superintendent or designee with the exception that while in the performance of law enforcement duties, the SRO will follow protocol established by the Department and its Chief of Police.

The Superintendent shall meet annually in June or July with the SRO Supervisor and the Chief of Police for the Department to discuss the job performance of the SRO and the SRO support more generally. The Superintendent may then submit a written report to the Department on the SRO.

#### **IV. Appointment and Term**

The Department, in partnership with the Superintendent of Schools, will assign the SRO's. It is the responsibility of the supervisor of SROs to notify the appropriate school principal of the SRO's work schedule.

An SRO will be appointed by the Department to each of the schools identified by the Superintendent, within the limits of the number of SROs available, in consultation and agreement with the Superintendent of Schools. If either or both parties wish to terminate this Agreement, they will comply with Section XIII below. If a principal is dissatisfied with an SRO who has been assigned to that principal's school, the Superintendent may request that the Chief of Police assign a different officer as the SRO for that school. Such reassignment shall be made in consultation with the Superintendent and the Superintendent in their sole discretion may refuse the SRO proposed by the Chief. In addition, if the Superintendent determines that a specific SRO should no longer be permitted access to a school, the Chief shall honor that decision and no longer assign the SRO to the School Resource Officer Support team.

#### **V. Duty Hours**

- A. SRO duty hours shall be determined by the Police Department. Whenever possible, it is the intent of the parties that the SRO's duty hours shall conform to the school day.

- B. The School District shall contact the supervisor of SROs to request SRO attendance at after-school and evening school activities. If such attendance requires extra duty, extra duty is subject to approval by the SRO's Supervisor at the Department.
- C. It is understood that SROs may be required to attend municipal court, juvenile court, and/or criminal cases arising from or out of their employment.
- D. In the event an SRO is absent from work, the SRO shall notify his or her supervisor in the Police Department, who shall notify the principal of the school to which the SRO is assigned. The Police Department shall assign another SRO, if available, and with approval by the Superintendent, to substitute for the SRO who is absent.

**VI. Duties and Responsibilities of the School Resource Officer**

- The SRO will complete, while in the performance of the SRO's duties as a school resource officer, and during periods when such SRO is assigned to be at the school, any separate training specifically related to social-emotional learning and restorative practices provided to certified employees of the school. The SRO will also complete LGBTQ Training and Trauma-Informed Police training at least triennially.
- The SRO will bring to the attention of the school administration and assist in the development and implementation of plans and strategies to prevent and/or minimize dangerous situations on or near the school campus or at school activities. Among other things, the SRO will collaborate with the school administration regarding how to maintain and improve school safety in all schools.
- The SRO has no role in ordinary school discipline or enforcement of school rules, although an SRO may provide assistance to school personnel at the request of a school administrator or school security officer in the event of an emergency or where the life or safety of staff or students is at risk.
- Any use of force by a School Resource Officer shall be limited to what is necessary, reasonable and proportionate to the threat encountered. Physical force may only be used to achieve a lawful purpose. Before resorting to physical force, and whenever safe and feasible, officers should first make reasonable attempts to gain compliance through verbal commands and allowing appropriate time under the circumstances for voluntary compliance. The SRO shall use a physical restraint on a student only as an emergency intervention to prevent immediate or imminent injury to the student or to others, provided the restraint is not used for discipline or convenience and is not used as a substitute for a less restrictive alternative. Whenever an SRO applies restraint to a student it shall be limited to the least restrictive and least likely to cause harm to the student while still preventing the student from causing harm to him or herself or any other person in the school. Before using any restraint on any student, as defined in Conn. Gen. Stat. § 10-236b,

the SRO shall participate in the same training provided to school staff who are authorized to conduct restraint of students pursuant to Conn. Gen. Stat. § 10-236b.

- As requested by the Superintendent or Assistant Superintendent, an SRO will present topics to students on various law enforcement/safety issues , including but not limited to law-related education, violence diffusion, safety programs, social media safety, alcohol and drug prevention, crime prevention and other pertinent subjects.
- The supervisor or SROs shall notify the Superintendent of Schools whenever any law enforcement action has been taken while performing in the role of SRO. The Superintendent may identify a designee for purposes of this notification and, in that event, shall notify the Chief of Police of that appointment. Once identified, the supervisor of SROs shall communicate with that designee to report any law enforcement action taken while performing in the role of SRO.
- The SRO shall maintain records, as required by the Department. The Department shall provide records as requested by the School District for their use in evaluating and reviewing the SRO program and this Agreement.
- The SRO will assist the Superintendent of Schools, principals, faculty and staff to maintain a safe learning environment.
- The SRO will abide by all applicable Board of Education policies and School District administrative regulations, including the Code of Conduct and all restorative practices promulgated by the New Haven Public Schools and in accordance with applicable law.
- The SRO will consult with and coordinate activities through the Superintendent or principal.
- If a conflict develops between the SRO's legal responsibilities as a sworn police officer and the SRO's responsibilities to the School District, the SRO's legal responsibilities as a sworn City of New Haven police officer shall take precedence. However, the supervisor of SROs shall inform the Superintendent of Schools and the Department of such conflict and shall work with school officials to suggest a means of avoiding future conflicts.
- The SRO will be available to students, parents and staff who freely want to discuss concerns.
- The SRO will follow applicable law, Board of Education policy, School District administrative regulations, and the Department's general orders in regards to investigations, interviews, and searches relating to juveniles and other students. At no time will the SRO direct or demand that school personnel search a student.
- The SRO will not be responsible for student discipline or enforcement of school rules, although the SRO may provide assistance to school personnel in these matters. The SRO

will work collaboratively with the Superintendent to determine the goals and priorities for the SRO program and the parameters for SRO involvement in school disciplinary matters, consistent with the Graduated Response Model described in Section VI, below. An SRO shall not have unsupervised and/or unmediated access to student education or health records. If the School District discloses education or health records to the SRO in accordance with applicable law, the SRO shall be prohibited from disclosing or re-disclosing information from those records where disclosure could violate the Family Educational Rights and Privacy Act (FERPA) or any other law, City policy, or Board of Education policy.

- In the event that there is a criminal complaint or criminal investigation of a School District employee, the Department and the School District agree that the SRO will not be assigned as the investigator for any investigation conducted by either the Department or the School District.

## **VI. Graduated Response Model**

Classroom Intervention - The classroom teacher plays a prominent role in guiding, developing, and reinforcing appropriate student conduct and is acknowledged as the first line in implementing the school discipline code. As such, this model begins with a range of classroom management techniques that must be implemented prior to any other sanctions or interventions. Classroom intervention is managed by the teacher for behaviors that are passive and non-threatening such as dress code violations, and violations of classroom rules. SROs should not be involved at this level. Classroom intervention options might include redirection, re-teaching, school climate initiatives, moving seats; and the teacher should initiate parental contact.

School Administration Intervention - Classroom interventions are supported by school administrators and other school staff who address more serious or repetitive behaviors and behaviors in school but outside of the classroom. Examples of behaviors at this level may include, but are not limited to, repetitive patterns, defacing school property, truancy, threatening and behaviors in hallways, bathrooms, courtyards, and school buses. Administration intervention options might include time in the office, after school detention, loss of privilege, reparation, and/or parent conference.

Assessment and Service Provision - When the behavior and needs of the student warrant, an assessment process and intervention with the use of school services may be appropriate. This intervention is managed by the school administrator or a student assistance team (SAT). Repetitive truancy or defiance of school rules, and behaviors that interfere with others such as vandalism or harassment may be examples that belong at this level as well as misbehaving students who would benefit from service provision. Assessment and service intervention options should include any classroom or school administration interventions and might include referral to a juvenile review board (JRB) or community service or program, suspension, expulsion, or referral to court. Truant behavior should not lead to an out-of-school option. Police can be involved in their role on JRBs.

Law Enforcement Intervention - Only when classroom, school and community options have been found ineffective, or when deemed appropriate by the administration or in an emergency, should the school involve the police, including the SRO. Involvement of the police does not necessarily mean arrest and referral to court. This intervention is managed by the police. Law enforcement options may include, but not be limited to, verbal warning; conference with the student, parents, teachers and/or others; referral to a JRB and/or community agencies; and referral to court. In appropriate circumstances, law enforcement options may include arrest. Absent an emergency, any such arrest will be conducted in accordance with Section VIII, below.

## **VII. Uniform and Equipment of School Resource Officer**

The SRO will not wear the standard police uniform. Instead, the SRO will wear an SRO's alternative uniform which is currently or subsequently approved through collective bargaining with appropriate logos and name badges depending on the type of school activity and program and/or the request of the school or the Department.

It is understood that the SRO will carry a Department-approved duty firearm, Taser and other Department issued equipment. The SRO is responsible for carrying such equipment or otherwise storing and securing such equipment, including firearms and ammunition, in accordance with police protocols. In no event shall such equipment be stored in a school building or on school grounds. Such duty firearm, Taser and other Department issued equipment shall only be used when law enforcement intervention is necessary and then shall only be used in accordance with the policies and standards of the Department and applicable law.

As to firearms, the SRO shall be prohibited from drawing her or his firearm unless in the judgment of the SRO it is the best course of action to deescalate a situation when encountering an armed person within the school building. An SRO shall be prohibited from discharging a firearm within a school building except in cases where to do so minimizes the loss of life that would otherwise occur due to the presence of an armed person within the school building who in the judgment of the SRO presents an imminent danger of death to one or more persons.

Body-worn recording equipment shall not be turned on by the SRO while acting in the capacity of an SRO with respect to educational responsibilities or typical interactions with students, staff or other members of the public in the School District. The SRO will use Department issued body-worn recording equipment only when acting in a law enforcement capacity and as required by Department policy and in accordance with applicable law and guidelines. The Department and the Superintendent of Schools shall jointly set expectations and resolve any disputes in this area.

## **VIII. Law Enforcement Professionals/SRO Activity at Schools**

The parties agree that employees of the Department and/or the assigned SRO ("Law Enforcement Professionals") need to follow certain protocols when on school grounds in non-emergency circumstances as follows. Law Enforcement Professionals will act through the

Superintendent and/or Assistant Superintendent whenever they plan any activity on school grounds. Law Enforcement Professionals entering school grounds will be aware of the potential disruption of the educational process that their presence may cause. Prior to entering a school to conduct an investigation, arrest or search, Law Enforcement Professionals will consider the necessity of such action based on:

- The potential danger to persons;
- The likelihood of destruction of evidence or other property; and
- The ability to conduct the investigation, arrest or search elsewhere.

To reduce the possibility of injury to students and others in the school building, the SRO shall only make school-based arrests when delaying arrest until a time when the alleged perpetrator is not within the school building or at a school-sponsored activity will endanger the public. The SRO, when making a school-based arrest, shall do so in a manner calculated to minimize disruption and the possibility of injury to the arrestee and to any other person present in the school building. In the extraordinary situation where an arrest is necessary, then whenever possible, students should be taken into custody out of sight and sound of other students.

#### **IX. Police Access to Images from School Cameras**

It is the goal of the New Haven Public Schools to collaborate with the Department and the City of New Haven in city-wide efforts in creating a safe community and reducing juvenile arrests. In the event of a criminal investigation, the Department or other law enforcement agencies may request access to School District video images, live or recorded, by making a request for access to the Superintendent or Director of Security. Access may be granted by the Superintendent or other such certified administrator as designated by the Superintendent only when determined by the Superintendent to be appropriate under state and federal law. If access is granted, the Department shall abide by its policies and procedures with respect to evidence, juvenile records, and personally identifiable information.

In the absence of express permission from the Superintendent or Director of Security, the Department may only access School District live streaming video and/or recorded images from school cameras in emergency circumstances, including an emergency alarm originating from one of the school facilities or grounds or a 911 call pertaining to school facilities/grounds. The Board of Education shall maintain a connection to the live streaming video for the Police Department which shall be tested at least weekly. Any such access by the Department shall only be made for the purpose of the Department and other law enforcement or first responders aiding in the public safety emergency response to a school facility.

The Superintendent, Director of Security or designee may disclose video images to the Department, live or recorded, which include personally identifiable student information and/or video images of School District employees and/or other persons on school property, when there is an articulable and significant threat to the health and safety of a student or other individuals, or when otherwise appropriate under state and federal law.

A virtual private network will be used for live viewing by the Department when authorized by this Agreement. Other than system tests conducted by the Chief of Police or designee(s), conducted on a periodic basis, at times when students are not present in the building, the Department will not routinely view School District video images, live, or recorded, to monitor the schools or grounds.

#### **X. Duties of the School District**

The School District shall provide to the SRO the following materials and facilities which are deemed necessary to the performance of the SRO.

- An office at the school to which the SRO is primarily assigned.
- A desk with drawers, a chair and filing drawers.
- A computer and phone.
- Assigned parking space(s).
- Access to inspect and copy public records maintained by the school to the extent allowed by law.
- Training specifically related to social-emotional learning, restorative practices, physical restraint, and other training that is provided to certified employees of the school, in accordance with Conn. Gen. Stat. §10-233m.

#### **XI. Data Collection and Monitoring**

The parties agree that they will provide baseline data for comparison purposes and regularly collect, share, monitor and report data resulting from the implementation of this Agreement.

Data Collection: On a **quarterly** basis, the following information will be collected:

School—de-identified data on the number and types of disciplinary actions, numbers and demographics of students involved, referrals to Law Enforcement Professionals.

Department—number and types of school incidents for which Law Enforcement Professional incident reports are written, Law Enforcement Professional actions on incidents.

Monitoring and Oversight: On a regular basis and at least quarterly, the parties acknowledge and agree that the Chief of Police for the Department and the Superintendent of Schools or designee will meet to provide oversight of the Agreement and review relevant data and analysis. At least annually, in June or July, the parties will discuss improvements to the Agreement and/or its implementation.

#### **XII. Reporting of Investigations and Behavioral Interventions**

In accordance with state law requirements, each SRO shall submit a report to the Chief of Police for each investigation or behavioral intervention of challenging behavior or conflict that (1) they conduct and (2) escalates to violence or constitutes a crime, no later than five school days after conducting such investigation or behavioral intervention. An "investigation or behavioral intervention" is "a circumstance in which a school resource officer is conducting (i) a fact-finding inquiry concerning student behavior or school safety, including, but not limited to, emergency circumstances, or (ii) an intervention to resolve violent or nonviolent student behavior or conflicts."

The SRO's report shall include: (1) the date, time and location of such investigation or behavioral intervention, (2) the name and badge number of the SRO, (3) the race, ethnicity, gender, age and disability status for each student involved in such investigation or behavioral intervention, (4) the reason for and nature of such investigation or behavioral intervention, (5) the disposition of such investigation or behavioral intervention, and (6) whether any student involved in such investigation or behavioral intervention was (a) searched, (b) apprised of such student's constitutional rights, (c) issued a citation or a summons, (d) arrested, or (e) detained, including the amount of time such student was detained. The SRO shall not include student names and shall submit this information using the form attached to this Agreement as Appendix A.

For purposes of this section, the School District will provide the SRO with only as much student demographic information as is necessary for the limited purpose of complying with state reporting requirements as reflected in Appendix A, in accordance with applicable law. The SRO shall not redisclose this information for any purpose other than sharing the information with the Chief of Police, as required by statute.

The Chief of Police shall submit such reports to the Superintendent of Schools monthly.

### **XIII. Dismissal of a School Resource Officer**

In the event the Superintendent feels that the SRO is not effectively performing the SRO's duties and responsibilities, the Superintendent shall notify the Department. A meeting shall be conducted with the SRO to mediate or resolve any problems. The Department may dismiss or reassign the SRO if necessary. The Superintendent may decline the assignment of an SRO to any school in the School District.

The Department and the School District agree to provide their employees with training relative to this Agreement and its purposes. The parties agree to maintain regular and open communication to evaluate the effectiveness of this Agreement and suggest improvement or adjustments that may be necessary.

### **XIV. Term of Agreement**

The term of this agreement shall be one (1) year from the date of execution. Notwithstanding, this Agreement may be terminated by both parties at any time by mutual

written agreement, or by either party by providing written notice of termination to the other party by January 1<sup>st</sup> of any year, with such termination to be effective the following July 1<sup>st</sup>.

This Agreement constitutes a final written expression of all terms of this Agreement and is a complete and exclusive statement of those terms. This Agreement may be modified in writing by consent of both parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their authorized officers.

Signed, sealed, and delivered in the presence of:

\_\_\_\_\_  
Superintendent  
New Haven Public Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief of Police  
New Haven Police Department

\_\_\_\_\_  
Date

DRAFT

**APPENDIX A**

**New Haven Public Schools  
School Resource Officer (SRO) Report on Investigations and Behavioral Interventions**

*This form must be completed and provided to the New Haven Chief of Police within five (5) school days of conducting an investigation and/or behavioral intervention of 1) challenging behavior that escalates to violence or constitutes a crime, or 2) conflict that escalates to violence or constitutes a crime.*

*“Challenging behavior” means behavior that negatively impacts school climate or interferes, or is at risk of interfering, with the learning or safety of a student or the safety of a school employee.*

*"Investigation or behavioral intervention" means a circumstance in which a school resource officer is conducting (i) a fact-finding inquiry concerning student behavior or school safety, including, but not limited to, emergency circumstances, or (ii) an intervention to resolve violent or nonviolent student behavior or conflicts.*

***As noted above, the SRO must only report investigations and/or behavioral interventions of behavior and conflict that escalate to violence or constitute a crime.***

**Name of School Resource Officer:** \_\_\_\_\_

**Badge Number:** \_\_\_\_\_ **School Affiliation:** \_\_\_\_\_

*Investigation and/or Behavioral Intervention Information:*

**Date of Investigation/Intervention:** \_\_\_\_\_

**Time of Investigation/Intervention:** \_\_\_\_\_

**Location of Incident:** \_\_\_\_\_

**The reason for and nature of such investigation and/or behavioral intervention:**  
\_\_\_\_\_  
\_\_\_\_\_

**The disposition of such investigation or behavioral intervention (check all that apply):**

- Referral to administration for possible discipline
- Restorative practices implemented
- Peer mediation
- Referral to student support services

- Citation or summons issued
- Arrest of student(s)
- Search of student(s) by the SRO
- Management of crisis or emergency
- Other: \_\_\_\_\_

Please fill out the following section for each student involved in the investigation and/or behavioral intervention. **Do not include student names.** Identify additional students, if applicable, as “Student B,” “Student C,” etc. Demographic information for each student will be collected by the District from the school’s information system and shared with the SRO for the limited purpose of complying with state reporting requirements.

	Age	Gender	Race/Ethnicity (check all that apply)	Does the student have a known disability?	During the investigation and/or behavioral intervention, was the student....
<b>Student A</b>	_____	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Non-binary	<input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> White <input type="checkbox"/> Black or African American <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Asian <input type="checkbox"/> American Indian or Alaska Native	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Searched by the SRO <input type="checkbox"/> Apprised of constitutional rights <input type="checkbox"/> Issued a citation or a summons <input type="checkbox"/> Arrested <input type="checkbox"/> Detained <sup>1</sup> (if detained, note how long the student was detained: _____)
<i>Insert additional rows for Students B, C, D, as applicable</i>					

<sup>1</sup> Detained, for the purposes of this form, means detained by the SRO as a law enforcement action or placed under the direct supervision of the SRO by a responsible administrator.

**This report was completed on:** \_\_\_\_\_.

**By signing below, I certify that the information I have provided in this report is true and accurate to the best of my ability and recollection. I have not maintained a copy of this report and I understand that the information set forth herein is confidential and may not be redisclosed except in accordance with state and federal law.**

\_\_\_\_\_  
School Resource Officer

\_\_\_\_\_  
Date

**I, the New Haven Police Department Chief of Police, received this report on:**  
\_\_\_\_\_. **I understand that the information set forth herein is confidential and may not be redisclosed except in accordance with state and federal law.**

\_\_\_\_\_  
Print

\_\_\_\_\_  
Signature

cc: Superintendent of Schools



***New Haven School Security Taskforce***  
***FINAL REPORT***  
***To The***  
***New Haven Board of Education***  
***New Haven Public Schools***

***Prepared by:***

***Dr. Carlos Torre, Professor of Education Southern CT State University***  
***Michael Pavano, Teacher and Union Steward at Riverside Academy***  
***Edith Johnson, Principal of Wilbur L. Cross High School***  
***Omena McCoy, Office of Mayor Justin Elicker***  
***\*Carolyn Ross-Lee, Former NHPS District Title IX Coordinator***  
***Lihame Arouna, Student Member of the Board & Coop High School Student***  
***Dr. Paul Whyte, New Haven Public Schools Assistant Superintendent***

***February 19, 2021***

## **Members of the Committee**

**Dr. Carlos Torre**, Committee Chair; Professor at Southern Connecticut State University

**Dr. Paul Whyte**, Committee Co-Chair, Assistant Superintendent

**Cameo Thorne**, Committee Co-Chair, Project Director for NHFT Restorative Practices Program

**Michael Pavano**, Committee Co-Chair, NHPS Teacher and Union Steward at Riverside Academy

**Lihame Arouna**, Student member of the Board of Education & Coop High School student

**Carolyn Ross-Lee**, District School Climate Coordinator, Assessment and Research

**Edith Johnson**, Principal of Wilbur L. Cross High School

**Addys Castillo**, Executive Director of City-Wide Youth Coalition

**Omena McCoy**, Office of Mayor Justin Elicker

**Michelle Cabaldon**, High School in the Community

**Maciel Filpo**, Social Worker

**Nancy Hill**, Social Worker, Cross High School

**Alfred Meadows**, Teacher and Union Steward at Wilbur L. Cross High School

**Derek Stephenson**, Principal of Riverside Academy

**Acting Chief Renee Dominguez**, New Haven Police Department

**Assistant Chief Karl Jacobson**, New Haven Police Department

**Sergeant Ronald Ferrante**, School Resource Officer Supervisor

**Stephen Ciarcia**, Assistant Principal of Career High School

**Daniel Bonet-Ojeda**, Principal on Special Assignment: Hillhouse High School

**Jene Flores**, Dropout Prevention Specialist/Truancy Officer

## **INTRODUCTION**

### **Purpose of Committee:**

*In the wake of the death of George Floyd, cities across the country erupted into a series of protests calling for the U.S. to wrestle with its complacency and utter silence regarding systemic racism, police brutality and racial injustice. Cities here in Connecticut, including New Haven joined that call, unapologetically challenging the lack of accountability for law enforcement officials who err on the wrong side of justice, furthering the perpetuation of injustice that predominantly plagues Black communities. On June 5th, 2020 New Haven's Citywide Youth Coalition and Black Lives Matter organized and led a march for racial justice that drew 5,000 people. As part of their call to action, the Coalition presented a list of demands, one being the disinvestment of School Resource Officers (SROs) from New Haven Public Schools. In addition, the Coalition asked that the disinvestment and termination of contracts for SROs be followed through with an investment in school counselors.*

*Per the request of New Haven Board of Education student representative Lihame Arouna, Board of Education President, Ms. Yesenia Rivera, appointed a School Security Design Committee, with additional nominations from Governance Committee Co-Chair, Dr. Tamiko Jackson-MacArthur, Superintendent Dr. Iline Tracey, and Police Chief Otoniel Reyes. Chaired by Dr. Carlos Torre, Professor of Education at Southern Connecticut State University and former Board of Education member, the Committee was composed of community members, school administrators, teachers, and members of the New Haven Police Department (NHPD). The Committee was charged with holding a series of meetings to deliberate whether or not the district's SRO program should be dissolved. In their meetings, the Committee examined the role of SROs in New Haven Public Schools, reviewed a plethora of articles, videos and reports (national, state, and local), engaged stakeholders, consulted pending legislation regarding SROs (state and federal), all for the purpose of making a sound decision about whether or not New Haven Public Schools should continue its utilization of the SRO program.*

*In this report, the School Security Design Committee highlights it's process and outlines its reasoning for recommending that the New Haven Public Schools continue its relationship with School Resources Officers, albeit, with a number of major transformations.*

### **Overview**

*The School Security Design Committee met bi-weekly from September 17th, 2020 until January 21, 2021. Its efforts included: reviewing data from New Haven Public Schools (NHPS) and the New Haven Police Department (NHPD); administering a public survey (1,624 responses); hosting a public forum (approx. 200 participants & 24 testimonials); disseminating, reviewing, and deliberating on twenty-eight (28) articles, studies; videos, a podcast, and the like; and inviting four recognized professionals (in the fields of Education, Security, and Social Policy and the Legislative process) to present their professional perspectives to the committee (see "Findings", below for more specific details). The examination of this wide variety of pertinent sources allowed for a deeper understanding of the intricate complexity regarding the question of SROs in the public schools and of how these issues apply, specifically, to the needs of the New Haven Public Schools, though our needs may not, exactly, reflect those in other parts of the country.*

## **Main Activities:**

- Bi-weekly meetings.
- Public Forum titled: “New Haven School Security Taskforce Public Forum.”
- Review of Department of Justice School Resource Officer established guidelines.
- Three sample MOUs for overall comprehension of the issues involved in such an undertaking.
  1. Memorandum of agreement between the New Haven Department of Police Service, New Haven Family Alliance, Inc. & Community Mediation, Inc.
  2. Memorandum of agreement by and between New Haven Public Schools and New Haven Police Department.
  3. Memorandum of understanding between the Fauquier County Sheriff's Office and the Fauquier County School Board.
- Senator Christopher Murphy Fact Sheet -The Counseling Not Criminalization in Schools Act.
- State Statute for School Resource Officers. SROs statute CGS § 10-233m.
- Feedback results from the two SRO surveys.
- School Security Redesign Data - New Haven Police School Arrest Data.
- School Security Redesign Data - NHPS Arrest Data 2014-15-2019-20

## **Articles**

1. [The Prevalence and the Price of Police in Schools.](#) (UConn NEAG School of Education).
2. [Warrior vs. Guardian a Paradigm Shift in Youth Policing.](#) (Tow Youth Justice Institute)<sup>1</sup>.
3. [A Guide to Developing, Maintaining, and Succeeding with your School Resource Officer Program.](#) (U.S. Department of Justice).
4. [School Cops: Few Arrests? Too Many Calls?](#) (New Haven Independent).
5. [Forum Call- Boot Cops From Schools.](#) (New Haven Independent).
6. [Consensus: Reform, don't abolish SROs.](#) (New Haven Independent).
7. [New Haven Public Schools Arrest Data 2014-15 to 2019-20.](#) (NHPS).
8. [SRO Supervisor Sal Torelli, Notes From Discussion.](#) (Fauquier County Schools).

## **Videos**

1. [The School-To-Prison Pipeline Debate: SROs & Why Student Arrests Are Increasing.](#) (Rogue Rocket).
2. [Police Release Body Cam Video Showing SRO Handcuffing Student.](#) (WFMY News 2).
3. [School Resource Officers.](#) (Sioux Falls Schools).
4. [The difference Between a street Cop and an SRO and the benefits.](#) (Mylifemypower).
5. [Controversial video raises questions about role of school resource officers.](#) (Sinclair Broadcast Group).
6. [A day-in-the-life of a Boise police school resource officer!](#) (Boise Police Department).

## • **Podcast**

1. [Why there's a push to get police out of schools.](#) (National Public Radio).

## • **Presentations by:**

1. Otoniel Reyes, New Haven Police Chief.
2. Sal Torelli, School Security Officer Lead Supervisor, Fauquier County Public Schools. Retired SRO Supervisor, Fauquier County Sheriff's Office.
3. Michael Nast, Educational Alliance (Brown University) and the Center for Education Redesign, at the NEAG School of Education (University of Connecticut). Former member of the New Haven Board of Education for 12 years (2006 – 2018).

## • **Interviews**

1. Gary Winfield, [Connecticut State Senate](#) since 2014. From 2009 to 2014 he served as a [State Representative](#) and as Deputy Majority Leader. Interviewed by Dr. Torre.
2. Sal Torelli, School Security Officer Lead Supervisor, Fauquier County Public Schools. Interviewed by Mr. Michael Pavano.

## **FINDINGS**

To identify whether New Haven's SRO program supports our students, effectively, this committee compiled a diverse selection of information to disseminate, review, and deliberate through professional discourse.

### **School Arrest Data**

Using School Security Redesign Data from both the New Haven Public Schools (NHPS) and the New Haven Police Department (NHPD), we identified a total of 230 student arrests from 2014-2020. Of those arrests, 147 were for battery/assault (48), fighting (39), physical altercation (16), weapon only (24), and threat of violence (20). Drugs / alcohol / tobacco (37) arrests were also one of the highest figures. The remaining 34 arrests were spread across 22 other categories including bomb threats, robbery, sexual offenses, disorderly conduct, inciting a fight/riot, harassment, and other serious school code violations. Of note, between the 2014-2020 school years, there was one arrest for skipping class and one arrest for insubordination/disrespect. According to assistant police chief Jacobson, these two arrests were made in order to refer the student to the Juvenile Review Board (JRB)<sup>2</sup> rather than introducing them to the criminal justice system. In 2014, Black and Latino/Hispanic males faced the most arrests, with a 4-1 arrest rate of black males. By 2020, arrest rates were uniform between Black and Latino/Hispanic students. Female arrest rates began with 1 in the 2014 school year; however, by 2020, females comprised almost half of the students arrested, identifying a marked increase. We have no data regarding the race of females. It is important to note that the majority of the NHPS student population of 20,043 is composed of minorities. The racial breakdown includes 47% Hispanics/Latinos (9,484), 37% Black/African-American (7,073), 13% White (2,224), Asian (536), Native American (40), Pacific Islander (11), and two or more races (510).

### **The Surveys**

In the ten schools currently assigned an SRO, survey data captured both staff and students' perception of SROs, yielding 1,044 responses. Of respondents, 84.3% were students, 15.7% were NHPS school employees. After these results were examined, further discussion established the need to expand the survey and its reach.

The second survey included identifying respondent's race, including parents, and encompassing all New Haven Public Schools. In this survey, a total of 580 responses were received. Respondents were 96.3% parents, 2.6% students, 1.1% NHPS school employees, and included representation from 41 schools. Respondent's race consisted of 38.3 % Whites (210 ppl.), 30.1 % Hispanic or Latino (165 ppl.), 28.6% Black or African American (157 ppl.), 2.7% Asian (15 ppl.), .01% American Indian or Alaskan Native (1 person), and .01% Native Hawaiian or Pacific Islander (1 person). Thirty-one participants did not self-identify. It is unknown whether they chose not to identify their race due to there being no appropriate race classification from which to choose.

Through the use of both surveys, we received a combined total of 1,624 responses from parents, students, and NHPS staff. Of the total respondents, 34.2% were parents, 55.3% were students, and 10.5% were NHPS staff. There were 17 people who did not self-identify whether they belonged to either one of the three groups.

A Likert Scale was utilized with a range from 1 to 5:

1 = Strong "NO"; 2 = "NO"; 3 = "NEUTRAL"; 4 = "YES"; and 5 = Strong "YES"

**In response to survey questions:**

**“Do you think it is necessary to have an SRO assigned to a school?”**

Survey #1 Student/ staff (1,037 responses)

60.2% (624) YES to strong YES.

28.2% (292) remained NEUTRAL.

11.7% (121) NO or strong NO.

Survey #2 Parent/Student/ staff (567 responses)

66.7% (378) YES to strong YES.

9.5% (54) remained NEUTRAL.

23.8% (135) NO or strong NO.

**“Do you think SRO’s should be removed from schools?”**

Survey #1 Student/ staff (1,033 responses)

67.2% (694) NO or strong NO.

22.7% (234) remained NEUTRAL.

10.1% (105) YES to strong YES.

Survey #2 Parent/Student/ staff (566 responses)

66.8% (378) NO or strong NO.

9.9% (56) remained NEUTRAL.

23.3% (132) YES to strong YES.

**“Have you ever been in a meeting, place, or situation in which an SRO was needed?”**

Survey #1 Student/ staff (1,034 responses)

32% (331) – Yes            68% (703) - No

Survey #2 Parent/Student/ staff (564 responses)

26.1% (147) - Yes            73.9% (417) - No

*The first significant finding from this survey is that one-third of our students found themselves in a situation where an SRO was needed while attending our schools. Even more revealing is that one-quarter of our parents, while at our schools, found themselves in a similar situation. Thus, highlighting the importance of making our learning environments as conducive as possible. The high percentage of situations needing an SRO in which our parents and students found themselves, testifies to the need of not removing SROs, abruptly, from our schools. Rather, it sheds light on the need for their continued presence on school campuses. Further, the high number of incidents requiring the presence of SROs, compared to the low number of arrests, demonstrates the use of multiple strategies to resolve conflict rather than entering a student into the criminal justice system. The use of effective strategies utilized further strengthened our decision to maintain SROs for the foreseeable future.*

*The second significant finding from both surveys was in response to the question, “What do you believe is the role of a police officer placed in the school?” All responses provided were from a personal point of view. Positive Responses varied from enforcing the laws, providing safety and security, an extra person for students to talk to, and inspiring children. Negative responses encompassed the beliefs of “criminalizing children,” “harming the black community,” “adding fear into schools,” and providing a “force of control and imminent violence towards students.” These varied responses identify a complete absence of clear and concise communication and education regarding the mission, vision, and role of an SRO in the New Haven Public Schools.*

## **The Public Forum**

*The New Haven School Security Task Force Public School Forum was held, virtually, on November 24, 2020. Of the approximately 200 participants in attendance, 24 actually gave testimony, mostly, against the need for SROs. Participant testimony consistently referred to the school to prison pipeline as a reason for opposing the SRO program. Regardless of whether the contributors were for or against the SRO program, none wished for the program to continue in its current form.*

## **State and Local Data**

*State and local data has identified grave concerns regarding the school to prison pipeline. The committee also considered this evidence. However, NHPS statistics do not align with Connecticut state data. According to the most recent data from the National Center for Education Statistics, during the 2017-2018 school year, 58% of public schools in the US had either school resource officers (SROs) or other sworn law enforcement officers. New Haven has 30%. Further, the CT Post (18 Sept. 2020) reports that during the 2017 and 2018 school years, Waterbury (18,847 student population) had 222 and 287 arrests, respectively (“18 percent of the arrests made statewide”). In contrast, during this same period, New Haven had 30 and 35 arrests, respectively.*

*From 2017-2018, neighboring school districts were found to have the following number of arrests: 209 in New Britain; 175 in Danbury; and 88 in Norwich Academy. The CT Post reports that “Elsewhere last year (2019), the numbers varied. In southwestern Connecticut, there were 92 in Danbury, 41 in Ansonia, 36 in Stamford, 35 in New Haven, 33 in Stratford, 28 in Norwalk, and 16 in Greenwich.” In the last school year, Bridgeport had 12, a number that Bridgeport Police Lt. Paul Grech questioned.*

*According to NHPD statistics from 2015 through 2019, on average there were approximately 1,254 calls per year for service city-wide from school locations. It must be noted that not all of these calls are school-related. Given NHPD practices, a school’s address may be used as a reference point when any incident occurs in a nearby location. Thus, it would appear to be data affecting the school directly. Notwithstanding, on average, SROs may have responded to an average of 801 calls for service, per year, between 2014-15 and 2018-19 school years (full-year data sets for the 2019-20 school year are smaller because they represent the 6, or so months before the pandemic shutdown).*

*In line with NHPS school data, there were 51 and 53 arrests, respectively, in the 2014-2015 and 2015-2016 school years. In contrast, arrests of students from the 2016-2017 - 2019-2020 school years identified a low of 26 and a high of 35, respectively. Thus, there was a 39.4% decrease in arrests between the school years 2015-2016 and 2016-2017. Even after this decrease in arrests, the City of New Haven has averaged an approximate 3% arrest rate (Number of calls versus number of arrests) since the 2016-17 school year. This arrest rate identifies New Haven as an outlier, thus, as noted previously, we do not align with Connecticut statistics.*

*Despite the fact that there was no clear data presented as to why the arrest rate changed so dramatically in a downward fashion, it would be in our best interest to continue exploring further positive measures to reduce these numbers. In relation to calls to police, 98% of the calls were dealt with effectively by an SRO without an arrest. Generally, this may be attributed to diversionary measures and meaningful work to remedy transgressions outside of the criminal justice system. In this way, such situations can serve as teachable moments that help our students acquire indispensable diplomatic and non-violent conflict resolution skills. Therefore, we make several recommendations below that we believe will further reduce our student arrest rates within our public school system.*

Additionally, results of the two data surveys identified that approximately two-thirds of parents, students, and NHPS staff believe it necessary to have a School Resource Officer (SRO) in the schools, and they should not be removed. These responses are meaningful because students were 84.3% of respondents in the first survey while parents were 96.3% of the second. The troubling result identified almost 32% of students and 26% of parents found themselves in a situation in which an SRO was considered necessary while on school grounds. A final meaningful result from the data survey identified an overall lack of understanding as to the role and responsibilities of the SRO in the school environment. Ultimately, data and survey responses provided insights that did not align with national statistics nor the larger narrative throughout the city regarding the immediacy to remove SROs from NHPS.

Finally, A vital concern identified for this Committee by the police department is that removing SROs from the schools results in a loss of student/police relationships. Results would include patrol officers responding to schools without any knowledge of its student populations and, most probably, making arrests rather than de-escalating situations and using other remedies to resolve conflict. Foreseeably, this could increase our students' arrest rates and decrease the consideration or use of other more conciliatory approaches to student conflict in our schools.

### **Distinguished Guest Testimonies**

- *Mr. Michael Nast graduated from New Haven Public Schools. He was an NHPS teacher, principal, and sat on the New Haven Board of Education. Mr. Nast was also Superintendent in several Connecticut school districts. Currently, he is with the Educational Alliance (Brown University) and the Center for Education Redesign, at the NEAG School of Education (University of Connecticut).*
- *New Haven Police Chief Otoniel Reyes was born and raised in New Haven. He is a 21-year veteran who started in patrol before working his way up the ranks to Chief. He has extensive training in criminal investigations, leadership development, critical incident management, labor relations, media relations, and policy development. Chief Reyes attended the prestigious FBI National Academy and the Senior Management Institute for Police.*
- *Mr. Sal Torelli is a retired Fauquier County, VA Sheriff with 30 years of law enforcement experience. He spent 14 years as a supervisor of the School Resource Unit and SRO. He is currently an armed school security officer at Fauquier High School. In addition to his in-person testimony to the Committee, Mr. Torelli was interviewed by Committee Member Michael Pavano. This interview is available in the “References” section, below.*

### **Interviews**

- *State Senator Gary Winfield was interviewed by Committee Chair Carlos Torre. Senator Winfield has served in the [Connecticut State Senate](#) since 2014. From 2009 to 2014 he served as a [State Representative](#) and as Deputy Majority Leader. Senator Winfield was the lead sponsor of a bill to abolish the death penalty in Connecticut. He sponsored a bill to put in place protections for Transgender citizens in public accommodation. Senator Winfield, further, was the force behind the [TRUST ACT](#) (the first statewide passage of such a bill in the country), several police accountability bills, the first in the nation [racial and ethnic impact statement on demand](#) without restrictions, and prosecutorial transparency bill along with several other progressive wins. Currently, he is proposing a bill which would eliminate SROs. Senator Winfield commented that New Haven’s efforts to address*

*the issues surrounding SROs in New Haven schools, would become part of the State-Wide conversation as his proposed bill progresses in the State Senate.*

- *Sal Torelli, School Security Officer Lead Supervisor, Fauquier County Public Schools. Interviewed by Mr. Michael Pavano. (see additional background in the section titled: “Expert Testimonies”, above).*

*All distinguished specialists voiced their appreciation for and concerns regarding the SRO program. Individually, they recognized three areas requiring attention:*

- a. The need to have appropriate personnel in place with proper training and effective policies guiding their actions;*
- b. That the key to an effective program is the quality of the relationships developed with students, staff, and the community; and*
- c. That the world in which we live, currently, requires an increase of individual human vigilance, the building of caring relationships, support personnel, in order to effectively address and respond to ever increasing delinquency, mental health issues, violence, and societal trauma.*

*In the process of our deliberations, the following issues also emerged:*

- 1. The Budget for school resource officers does not come from the NHBOE budget or the federal budget.*
- 2. Eliminating the SROs does not free up money to hire more social workers, school psychologists, or counselors.*
- 3. New Haven has Limited financial resources to ensure that adequate mental health supports are available for students in need.*

### **The Committee’s Process**

*Committee activities involved professional discourse, including discussing the relevant articles, videos, and a podcast that were made available. The activities encompassed various media, current research from the TOW Youth Justice Institute, available data, and an opportunity to understand how a different area of the country, Fauquier County, VA, employed their SRO model. All information presented provided an opportunity to understand the SRO question from multiple perspectives to ensure an informed outcome.*

*An analysis of the Memorandum of Understanding (MOU) between NHPS and the NHPD revealed this agreement had not been updated since May 2011. Similarly, the MOU for the Juvenile Review Board has not been revised since June 2007. Mr. Torelli provided a copy of the MOU between the Fauquier County Sheriff’s Office and The Fauquier County School Board for review. The Fauquier County MOU provided not only recent language for an adequately updated MOU, but this document was also founded in the recommended protocols established by the Department of Justice’s A Guide to Developing, Maintaining, and Succeeding with Your School Resource Officer Program. (n.d.).*

## **Conclusions and Recommendations**

*In summary, this Committee accepted the charge of determining whether the SRO program should be dissolved or continue its partnership with the New Haven Public Schools. Members are deeply aware of the impact of systemic racism, the school to prison pipeline, and the significance of racial injustice, which initially called for the SRO program review. The last five months of professional discourse amongst ourselves and stakeholders have revealed that not a single person wishes for the SRO program to continue in its current design. Similar to everyone interviewed in the process of information gathering and everyone who testified at the public forum, all but one of the committee's members agreed that the SRO program should not continue to function in the same way it had functioned previously. The one contrasting member was opposed, vigorously, to maintaining the program in any form. The remaining members favored having NHPS continue its relationship with the New Haven Police Department and keep SROs in school buildings until a number of adoptions for transformation of the SRO program can be implemented.*

*After much listening, discussion, and review of the information referenced in this report, it became clear that the indispensable requirement for NHPS students is to develop emotionally, socially, and academically effective schools; with a deep-seated commitment to building a more just, generative, peaceful and conducive learning environment. Thus, New Haven and other public school districts' responsibility is to protect and provide for the social-emotional needs of our children, as well as safeguard their physical well-being, as a way of allowing them to learn and engage cooperatively with their studies. The survey data suggests that students, parents and staff equate the presence of SRO's with safety and security.*

*Those who hold opposing views have articulated that the presence of SRO's equates to policing, harassment and victimization that they have either encountered personally or in some way or another, have been impacted, negatively. There is no doubt that many of our students have been forced to wrestle with racialized trauma, inflicted upon them and others who look like them, by those in uniform. The district needs to commit itself to affirming this trauma. **Thus, we recommend, urgently, that the New Haven Board of Education consider a strategy through which the district explores all means to increase the number of school psychologists, school social workers, counselors, and other such support personnel, as a way of phasing out the SRO program.***

Accordingly, the Committee proposes that the Board consider the following actions:

1. Identify how [S. 4360, Counseling Not Criminalization in Schools Act](#), introduced by Senators Chris Murphy (D-CT) and Elizabeth Warren (D-MA), can aid in acquiring funding to hire counselors, social workers, school psychologists, and other support personnel. This legislation would prohibit the use of federal funds for maintaining police in schools. However, it does not ban or remove police from schools. Federal funding for school safety has many uses that do not include maintaining police. This legislation would divert any existing federal funding for school safety to these other uses. ... (and) would help districts ... by establishing a \$2.5 billion grant program to hire the counselors, social workers, nurses, school psychologists, and other personnel they need to support students and create safe schools without police. The grant program would also support school-wide positive behavioral interventions and supports, as well as trauma-informed services and professional development.
2. Identify additional funding sources to secure additional social workers, trauma counselors, and social-emotional support partners to support our students.
3. Allocate additional supplemental funds to fortify the work of, current, social workers, trauma counselors, and social-emotional support partners as they sustain our students.

4. *Conduct a thorough review and implementation of policies and procedures identified by the Department of Justice's A Guide to Developing, Maintaining, and Succeeding with Your School Resource Officer Program. Practices from the Field of Law Enforcement and School Administration. This should include recruiting, screening, training, retraining, and supervising SROs.*
5. *Articulate clearly, the role and responsibility of an SRO in the school environment.*
6. *Ensure SROs have a seat on each school's administrative/management team to become an integral part of the building's climate.*
7. *Identify, clarify, and present to students and their families how an SRO adds value to the school community.*
8. *Require schools to give SRO presentations to staff and students regarding areas of safety for educational purposes (e.g., domestic violence, harassment, appropriate social media use).*
9. *Consider mandating that SRO, School Security, and NHPS schools' Administrative Team hold daily/weekly meetings (debriefings) to update and communicate issues/incidents occurring in the city that affects our students.*
10. *Mandating that SROs be called to intervene with students only for serious emergencies (including identification of what constitutes a serious emergency).*
11. *Establishing formalized mentorship programs between SROs and students in the specific buildings where SROs are assigned.*
12. *Identify appropriate clothing for SROs to wear other than the standard police uniform.*
13. *Require that, for routine visits, police cars be parked in a school's employee parking lot and not in front of school buildings to reduce visibility to the public and potential apprehensions on the part of children and parents.*
14. *Update the Memorandum of Understanding between the New Haven Public Schools and New Haven Police Department to comply with the above considerations, as well as meet new requirements identified by the State of Connecticut and the Department of Justice protocols.*

### **Closing Thoughts**

*We would like to thank the Board of Education for the opportunity to work on this most crucial issue. We trust that it will contribute to the future safety and continued student engagement in the New Haven Public Schools.*

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<sup>1</sup> The Tow Youth Justice Institute is the only organization in the State of Connecticut and one of a few organizations in the nation that is solely dedicated to youth justice issues based on a comprehensive, multi-disciplinary, research-driven model to address this important subject. It is an academic-based institute (Henry C. Lee College of Criminal Justice and Forensic Sciences; University of New Haven) dedicated to the training and education of state and local officials, policy-makers, and future leaders. It is designed to promote, monitor and evaluate the effectiveness of evidence-based practices, programs and policies related to youth justice, focusing on the needs of youth up to the age of 21.

<sup>2</sup> Juvenile review Boards (JRBs) are diversionary and prevention programs designed to help local police departments deal with juvenile offenders. They are usually composed of representatives of local youth service agencies, police departments, and the juvenile court. <https://www.cga.ct.gov/PS94/rpt/olr/htm/94-R-0908.htm>