



To: Members, ACES Governing Board

From: Thomas M. Danehy, Ed. D.
Executive Director

Date: October 2, 2019

Re: October 10, 2019

Enclosed please find the agenda and related materials for our meeting on Thursday, October 10, 2019.

We will begin our luncheon promptly at 12:00pm followed by our business meeting at 12:15pm at the ACES Staff Development Building located at 205 Skiff Street, Hamden, CT.

If you cannot attend or be represented please notify Ashley Lowe at 203-498-6858 or alowe@aces.org. Thank you.

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The Regional Educational Service Center Serving South Central Connecticut.

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area cooperative educational services
AGENDA
ACES GOVERNING BOARD
Thursday, October 10, 2019, Noon

205 Skiff Street
Hamden, CT 06517

1. Welcome/Call to Order

2. Pledge of Allegiance

3. Public Participation/ Communications

4. Approval of Minutes **

- a. Regular Board Meeting on September 12, 2019 (enclosure 1)

5. Executive Director's Report – Dr. Danehy

- a. Development of Strategic Planning for the Second Iteration of Design Plan facilitated by:
Susan Leddick
b. Executive Director Goals 2019-2020 Draft

6. Filing of the Fiscal Report (subject to audit) ** - Mr. Howes (enclosure 2)

7. Approval of Human Resources Report ** - Mrs. Bunk (enclosure 3)

8. Curriculum & Instruction Report – Mr. Rice

9. Early Head Start Update (enclosure 4)

Eligibility, Recruitment, Selection, Enrollment, and Attendance

- Monthly Early Head Start (EHS) enrollment was 60 for the period: Met full enrollment.
 - 54 children and 6 expectant families enrolled
- The program received 4 new referrals (4 Middletown) and completed 4 eligibility intakes.
- There is 1 family pending eligibility determination.
- The program has 0 income eligible families on the wait list. There 3 over Income families on a waitlist.
- The program has 12 children enrolled with IFSPs, meeting and exceeding the 10% requirement.
- 2 families exited the program during this period. (1 aged out, 1 had attendance issues)
- Recruitment and community outreach efforts have continued in the shoreline towns and greater Middletown area.

Policy Council Updates

- **Policy Council (PC)** met September 25, 2019 for the first meeting of the 2019-20 program year
- **PC Members** moved to elect Pam Badawi as a new member of the policy council
- **PC Members** approved the 5 year application to continue the funding for the current home visiting program

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- **PC** will need a new governing board representative for the 2019-20 program year

Program Updates/Activities

- **Early Head Start (EHS)** had its annual family fun day on September 13th. It was well attended and involved the support of several community providers including the Middletown Police Department and Fire Department.
- **The EHS Coordinator** met with Middletown Public Schools to tour some facilities in preparation for the expansion grant application due November 12th. Dr. Michael Connor, Superintendent, has expressed a commitment to partner with ACES. The proposed design will include a center based option for 3-5 year olds and a center based option for infants & toddlers
- **Commissioner Beth Bye** has appointed Becky Cuevas, Program Coordinator of EHS, to the Home visiting Program Consortium at the Office of Early Childhood. The group has been established and charged with advising the Office of Early Childhood, Department of Developmental Services, Department of Children and Families, and the Department of Education regarding the coordination of home visiting programs within the early childhood system.
- **The Family Development Supervisor** from Middlesex Health announced she will be leaving her position in Early Head Start mid- November. Sherri O'Shea has been of great support to Becky Cuevas and the EHS team for the past 3 years. Sherri will be going into private practice in clinical social work. The search for a new person to fill Sherri's role will take center stage throughout October with the help of Middlesex Health.
- **The 5 Year grant application** was successfully submitted September 27th for the current program.
- **Circle of Security, Opportunity Knocks Behavioral Health Group, and the CT Association of Infant Mental Health - Board of Directors** met this month at the ACES Middletown Education Center
- **Socialization groups and Parent Committees** have been scheduled for the new program year and will continue in October

10. Old Business

11. New Business

- a. First Reading of the following Policies
 - Policy 4111.1 Equal Employment Opportunity / Affirmative Action
 - Policy 4999 Public Complaints
 - Policy 5999 Admissions to Educational Center for the Arts Magnet School

12. Adjournment

13. Attachments

- a. October 2019 Enrollment Report
- b. PDSI October Report

14. Other

- a. Next Meeting: November 14, 2019

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ACES Governing Board
Thursday, September 12, 2019, Noon

205 Skiff Street
Hamden, CT 06517

Present: Fran DiGiorgi, Ansonia; Edward Maher, Bethany; Lynn Campo, Hamden; Ethel Grant, Naugatuck; Jana Balsamo, North Branford; Dorothy Logan, North Haven; Robyn Berke, RSD #15; Norman Hicks, RSD #13; Karen Hlavac, Wallingford and Elizabeth Brown, Waterbury.

ACES: Carol Bunk, Thomas Danehy, Valerie Fenn, Timothy Howes, William Rice, Evelyn Rossetti-Ryan and Janice Saunders.

Not Present: Branford, Cheshire, East Haven, Meriden, Middletown, Milford, Orange, Oxford, RSD #16, Seymour, West Haven, Wolcott and Woodbridge.

Guests: Pamela Mahon, Lisa Mucciacciaro, Leslie Peters, Todd Solli and Virginia Tagliatela.

ACES Executive Leadership Council acknowledged Executive Director Recognition Award Recipients (Eric Davis, Bryan Molinelli, Roderick Nelson, Lynne Patnode and Deborah Teneyck; Rookie of the Year (Gregory Nowlin) and Teacher of the Year (Beth Petr).

1. Welcome/Call to Order

Norm Hicks called the ACES Governing Board meeting to order at 12:29 p.m. after determining a quorum was present.

2. Pledge of Allegiance

Elizabeth Brown led the Pledge of Allegiance.

3. Public Participation/Communications

Evelyn Rossetti-Ryan discussed several publications (Hamden Journal, CT Parent Magazine & CAFE Journal) that include articles about ACES.

Norman Hicks discussed opening day at Leeder Hill. He was very impressed with the building, very happy staff and students. Ribbon cutting ceremony being held September 18th at 3:00 p.m. Mr. Hicks also introduced Edward Maher, Board member from Bethany.

4. Approval of Minutes

Elizabeth Brown moved to accept the ACES Governing Board Minutes of June 6, 2019 and Karen Hlavac seconded.

All in favor: Bethany, Hamden, North Haven, RSD #15, RSD #13, Wallingford and Waterbury

Abstention: Ansonia, Naugatuck and North Branford

Opposed: None

5. Executive Director's Report

a. ACES Annual Report

Annual Report was distributed. Please note pages 7-8 as it contains facts about our agency running the gamut from the numbers of students and clients served, to number of employees and budget, as well as professional development services, data on the new regional special education transportation, and educational technology. There is also a descriptors for each school and service that we offer. The annual report is required to be prepared and presented annually by each RESC according to Connecticut General Statute 10-66.

Advocacy, Commitment, Excellence, Service

b. 130 Leeder Hill Update

We have exciting information regarding the construction of the new campus at Leeder Hill Drive in Hamden which was completed, on-time, under budget, and without assuming any debt. Tim Howes is going to give us an overview by the numbers for the project but before he does I would like to give my sincerest thank you for their work related to the project to our members of th4e ELC (Carol, William, Evelyn, Tim Howes, Val) as well as to out administrators: Mark Dougherty, Lisa Mucciacciarra and Patty Hart; and to the master of construction Tim Gunn who regretfully is on vacation today after a much deserved detailed work schedule related to this project and all of our other moves this summer. Special kudos to Tim Gunn as he deployed his skills in seeing this project through to the end. I so appreciate his knowledge of facilities and construction and I'm so happy that ACES was able to capitalize on that. Tim Howes can you walk us through the numbers...

c. Design Plan Second Iteration Preparation

i. Six Bold Steps Update

ii. Nine Specifications Update

We are in the middle of repairing for our October meeting to devise the second iteration of the design plan. The plan will articulate where we will focus on over the next three years and how we deal with the context, content, function, and structure of our work over the next three years. Just to give you a review, when we developed the first plan in 2016 we worked on nine areas called specifications that would move us as an agency to greater transparency, nimbleness and agility in meeting district's needs, integrated resources, and integrated solutions. We had asked several hundred people related to the agency what they wanted from the next generation of ACES and the 1127 responses they gave were categorized into nine specifications which are outlined on the first page of my memo to you dated September 10, 2019. From there we created six focal areas to work on over the past three years. So the blue report is for you to review before our meeting next month. In the meantime I'll be working with the ELC in our quarterly meeting next Friday to digest these focus group reports that were developed over the past two months. The ELC will create an overall assessment and provide a status review which we will provide to the new Design Team members on October 9 before our next Board meeting. We will be seeking your Board input at our meeting next month which will be facilitated by Susan Leddick who facilitated the development of our first design plan back in 2016.

d. Professional Learning Work w/PDSI

6. Filing of Fiscal Report (Subject to Audit)-Timothy Howes

The Executive Director recommended that the ACES Governing Board approve the filing of the Fiscal Report (subject to audit).

Fran DiGiorgi moved to accept the filing of Fiscal Report and Lynn Campo seconded.

All in favor: Ansonia, Bethany, Hamden, North Branford, Naugatuck, North Haven, RSD #15, RSD #13 and Wallingford.

Abstention: None

Opposed: None

7. Approval of Human Resources Report-Carol Bunk

The Executive Director recommended that the ACES Governing Board approve the hirings and/or transfer/positions changes, accept the resignations/retirements and grant the leaves as detailed on the Human Resources Report.

Karen Hlavac moved to accept the Human Resources Report and Lynn Campo seconded.

All in favor: Ansonia, Bethany, Hamden, North Branford, Naugatuck, North Haven, RSD #15, RSD #13 and Wallingford.

Abstention: None

Opposed: None

8. Curriculum & Instruction Report-William Rice

Summer of Moves

- 5 schools and 6 sites were involved in moves this summer.
- Wintergreen, Mill Elementary, Mill Academy, Whitney High East/West and North were all relocated, moved in and ready for the start of school.

Magnet Schools

ACES ECA

- ACES Educational Center for the Arts' (ACES ECA) mission is to provide high school students with the experience of studying the fine arts with practicing professional artists, stimulating a life-long curiosity for learning and a passion for the arts. Since 1973 has been a leader in fostering the education of emerging artists as they develop their unique voices. High school students from over twenty-five school districts attend ECA in the afternoon to study creative writing, dance, music, theatre and visual arts with professional artists.

ACES Thomas Edison Middle School

- Thomas Edison Middle School (TEMS) is a premier inter-district magnet middle school where our mission is to prepare students for success through innovative Science, Technology, Engineering, and Mathematics (STEM). Our vision is to empower students to engineer, write, grow and change their futures.

ACES Wintergreen Interdistrict Magnet School

- Relocated to 88 Bassett Rd. North Haven
- Technology integration including one-to-one iPads and Chromebooks for all students
- Curriculum enriching field trips K-8
- Arts Integration
- Two specials periods for all students daily
- Students play a band instrument beginning in grade 5
- String lesson opportunities begin in grade 3

Specialized Schools

ACES Mill Elementary

- Mill Elementary has returned to the Mill Road site in North Haven. The school has a focus on students in grades K-5 who have experienced and/or continue to experience different types of trauma that impacts their ability to access education in their home districts. The program has a partnership with a program called ALIVE that has programming to support the development of trauma-informed schools.

ACES Mill Academy

- Located on Skiff Street in the former Whitney High North Building. The school has a focus on students from upper elementary through middle school who present with severe behavioral challenges in their home districts which make it challenging for the students to access education in their home schools.

ACES Whitney High School North

- Located on Leeder Hill Drive. The school has a focus on high school and post-high school age students who present with severe behavioral challenges in their home districts which make it challenging for the students to access education in their home schools.

ACES Whitney Academy & CREATE

- ACES Whitney Academy and CREATE is a therapeutic environment dedicated to serving students ages 14 to 21 who exhibit a range of cognitive, physical, behavioral, language and medical challenges.

ACES Center for Autism Spectrum and Developmental Disorders

- The Center houses the Science-based Approaches to Independence and Life Skills (SAILS) program for children 11 to 21 years old. ACES SAILS services students aged 11 – 21 presenting with autism or other developmental disorders that require intensive academic, behavioral, and life skills instruction

ACES Village School/Integrated Pre-School/EIBI

- ACES Village School provides collaborative educational, emotional, and physical services to children ages 3 to 14 years with a range of cognitive, physical, behavioral, language, and medical challenges. The integrated pre-school program is designed to provide a conducive for learning for non-identified and identified pre-school students.

ACES at Mead Elementary School

- Ansonia Public Schools has partnered with Area Cooperative Educational Services (ACES) to establish an exciting new program to help focus on the specific needs of the John C. Mead School student population in the areas of academic, behavioral, and therapeutic interventions. Initially, this program was designed for kindergarten through third grade but now has been expanded to include ages up to sixth grade.

Programs

West Haven Collaborative

- An In-District Collaborative program at West Haven High School provides educational services to students identified with intellectual and other disabilities. Daily programming includes academic, vocational and social skills instruction.

Urban Youth at Mill Elementary

- The New Haven Urban Youth Elementary Program at ACES Mill Elementary School is for students, grades K through 5, who are identified through the New Haven Board of Education Pupil Personnel Office as needing a more structured program in order to meet their academic, behavioral and social needs. Program contains a mixture of students identified as regular education students and students in need of special education services.

ASPIRE

- The New Haven ASPIRE Middle School Program located on Skiff street in the former Whitney High North building. The program is designed for students, grades 6-8, who are identified through the New Haven Board of Education Pupil Personnel Office as needing a more structured program in order to meet their academic, behavioral and social needs. Program contains a mixture of students identified as regular education students and students in need of special education services.

Early Head Start

- The ACES Middlesex County Early Head Start Partnership is a federally funded community-based program that serves eligible families with infants and toddlers up to 3 years old, as well as expectant families.

Summer Academy

- One site this past summer located at Amity High School
- 20 students enrolled
- 100% successful completion of credit recovery/credit advancement

Upcoming Academic Programming

- REGIONS program - Re-entry, Goal Oriented, Opportunity to Nurture Success
- The REGIONS program operates and oversees community-based facilities for juvenile offenders who are being offered an alternative and more suitable housing in lieu of a detention center.
- We are in the process of developing academic programming for two sites (Hartford and Hamden)

9. Early Head Start Update-Rebecca Cuevas

Elizabeth Brown moved to accept the Early Head Start monthly report and Fran DiGiorgi seconded.

All in favor: Ansonia, Bethany, Hamden, North Branford, Naugatuck, North Haven, RSD #13, RSD #15 and Wallingford.

Abstention: None

Opposed: None

10. New Business

Proposed motion: to approve the 5-year grant application for continued funding of the existing Early Head Start Program.

Dorothy Logan moved to accept the grant application and Ethel Grant seconded.

All in favor: Ansonia, Bethany, Hamden, North Branford, Naugatuck, North Haven, RSD #13 and Wallingford.

Abstention: RSD #15

Opposed: None

11. Executive Session: For the purpose of discussing real estate matters

Motion made by Norm Hicks, seconded by Fran Digiorgi, to approved our attorney to continue to negotiate the sale of the Tech Services building. Motion carried unanimously.

Motion by Ethel Grant, seconded by Dot Logan, for Board to approve the use of ACES at Leeder Hill for October 19 for the Turkey Golf Tournament Dinner with suspended alcohol policy from 3:00PM-9PM to allow for BYOB and for ACES to hire security and custodial support for the dinner. Motion carried unanimously.

Motion by Ethel Grant, seconded by Dot Logan, for Board to approve a special one-time stipend of \$800 each to be paid to Joe Tommasselli, Sean Cavanaugh, Tom Mantini, Paul Hatch, Lon Harrigan and \$500 to be paid to Frank Marrone in consideration of the movement of buildings over the summer. Motion carried unanimously.

12. Other

Next meeting Thursday, October 10, 2019

ACES

Goals for Executive Director 2019 – 2020

September 23, 2019

Background: In reviewing the present general conditions of ACES, I have considered its mission and vision as well as its recent history and future growth opportunities. Four themes come to mind in considering goals for the Executive Director for the 2019-2020 year:

1. academic achievement and growth for students;
2. near term and long-term planning for the agency as a whole carried out in a second iteration of the Design Plan;
3. fiscal stewardship and management of human capital for sustainable salaries and benefits;
4. effective use of real estate assets and capital improvements

Any regional education service center should remember two concepts: first, that the RESC was designed to assist school districts in their work to create greater economies and efficiencies, and second, that the RESC should be able to link needs among smaller and larger districts in ways that serve their mutual purposes. Those goals of a RESC continue to be in the forefront as we aim to be relevant to meeting the needs of our districts. Added to that is my quest to provide districts with quality services and schools that compete well in the market and assist districts in realizing economies of scale whenever possible.

I. Student achievement and growth of individual students and growth of core work

- A. By June 15, 2020, 80% of students who participate in all three i-Ready diagnostic assessments during the 2019-2020 school year will demonstrate growth in ELA and mathematics.
- B. By December 1, 2019, prepare for the opening and open the REGIONS program, a dual campus school for adjudicated youth in Hamden and Hartford.

II. Design Plan Development

- A. By November 15, 2019, I will bring a recommended second iteration of the Design Plan to the Board for adoption. The plan's development will include a review of progress, barriers, recommendations on each of the nine specifications as well as the six bold steps; dialogue among members of the second design plan team; structure of organization in the form of a revised organizational chart if needed to reflect the focal points for the second design plan; and facilitation by national facilitator in similar organizations.

ACES FISCAL REPORT TO THE BOARD

9/30/2019

PROGRAM	EXPENSES				REVENUE	
	PROJECTED BUDGET	YTD EXPENDED	ENCUMBERED	BALANCE	BILLED TO DATE	BILLING PENDING
SPECIAL EDUCATION TOTALS	48,495,209	7,490,535	894,102	40,110,572	8,513,196	40,274,533
MAGNET SCHOOLS TOTALS	24,200,724	2,364,654	162,778	21,673,292	8,499,869	14,305,369
REGULAR EDUCATION TOTALS	4,288,677	338,492	16,761	3,933,424	58,498	4,230,179
INTERDISTRICT PROGRAM TOTALS	1,660,161	29,144	1,393,982	237,035	6,063	1,654,638
TOTAL INSTRUCTIONAL PROGRAMS	78,644,771	10,222,825	2,467,623	65,954,323	17,077,626	60,464,719
PUPIL PERSONNEL & SUPPORT SERVICES TOTALS	8,066,141	1,205,639	51,032	6,809,470	96,177	7,527,841
EARLY CHILDHOOD-EXTERNAL TOTALS	501,257	122,346	11,343	367,568	0	501,257
PROFESSIONAL DEVELOPMENT TOTALS	1,710,419	93,628	133,815	1,479,716	0	1,710,419
RESC ENTITLEMENTS TOTALS	3,183,988	56,936	172,823	2,954,229	0	3,183,988
TOTAL PROFESSIONAL DEVELOPMENT	4,894,407	150,564	306,638	4,433,945	0	4,894,407
TOTAL CAREER SERVICES	3,106,433	557,900	44,794	2,503,739	7,819	3,099,074
CENTRAL OFFICE TOTALS	10,609,864	2,309,732	261,276	8,038,856	0	10,609,864
BUILDING OPERATIONS TOTALS	12,812,547	4,021,582	5,663,471	3,127,494	33,042	12,779,505
TOTAL ADMINISTRATION	23,422,411	6,331,314	5,924,747	11,166,350	33,042	23,389,369
GRAND TOTAL: ALL FUNDS	118,635,420	18,590,588	8,806,177	91,235,395	17,214,664	99,876,667

ACES FISCAL REPORT TO THE BOARD

September 30, 2019

ACCOUNT	PROGRAM	EXPENSES				REVENUE	
		PROJECTED BUDGET	YTD EXPENDED	ENCUMBERED	BALANCE	BILLED TO DATE	BILLING PENDING
<i>INSTRUCTIONAL PROGRAMS</i>							
SPECIAL EDUCATION							
1019	ACES - MEAD/ANSONIA (AMES)	1,635,320	43,488	8,960	1,582,872	19,500	1,000,000
1003	MILL ACADEMY	4,511,848	550,069	38,957	3,922,822	424,405	3,918,685
1017	MILL RD ELEMENTARY	4,328,020	540,702	38,633	3,748,685	363,639	3,275,675
1007	SAILS	5,394,729	659,227	17,880	4,717,622	562,415	4,970,923
1060	SUMMER SCHOOL	2,378,506	2,117,866	828	259,812	3,973,070	
1040	TRANSPORTATION	3,196,483	483,408	692,727	2,020,348	492,844	2,705,815
1005	VILLAGE EIBI	4,796,188	753,961	12,010	4,030,217	516,664	4,546,121
1004	VILLAGE SCHOOL	6,783,350	586,713	12,494	6,184,143	660,067	5,599,803
1013	WEST HAVEN HIGH PROGRAM	732,600	94,036	2,210	636,354		732,600
1001	WHITNEY ACADEMY / CREATE	8,939,378	993,444	7,290	7,938,644	888,260	8,060,963
1011	WHITNEY HIGH SCHOOL NORTH	5,795,063	667,621	62,113	5,065,329	608,608	5,463,948
2210	WHS EAST/WEST SCHOOL STORE	3,724	0	0	3,724	3,724	
SPECIAL EDUCATION TOTALS		48,495,209	7,490,535	894,102	40,110,572	8,513,196	40,274,533
MAGNET SCHOOLS							
1203	EDUCATIONAL CTR FOR THE ARTS	3,377,011	291,233	22,766	3,063,012	1,179,126	1,976,279
2624	ECA ARTS LINK	37,861	169	1,340	36,352		37,861
2405	MAGNET SCHOOL TRANSPORTATI	1,567,000	3,672	8,017	1,555,311		1,567,000
1412	PROJECT LEAD THE WAY	5,195			5,195		5,195
2205	TEMS PROJECT LEAD THE WAY	7,495	0	4,770	2,725		7,495
1210	THOMAS EDISON MIDDLE SCHOOL	10,356,280	1,107,726	79,830	9,168,724	4,137,444	6,180,580
2238	TITLE I IMPRV BASIC PROG 6/21	0	0	0	0	0	0
2230	TITLE I IMPRV BASIC PROG 6/20	129,106	24,886	33,486	70,734		129,106
2638	TITLE IV STUDENT SUPPORT	23,859	16,883		6,976		23,859
2701	WIMS DEPT EC COMM DEV	917			917		917
1205	WINTERGREEN MAGNET SCHOOL	8,696,000	920,085	12,569	7,763,346	3,183,299	4,377,077
MAGNET SCHOOLS TOTALS		24,200,724	2,364,654	162,778	21,673,292	8,499,869	14,305,369

REGULAR EDUCATION

1209	NEW HAVEN - ASPIRE	1,479,075	148,557	2,901	1,327,617		1,479,075
1227	NEW HAVEN CARRYOVER FY19 TC	58,498			58,498	58,498	
1219	NEW HAVEN MAGNET SCHOOLS	581,000	343	269	580,388		581,000
1228	NEW HAVEN VOL PS CHOICE	7,879			7,879		7,879
1206	NEW HAVEN-BETSY ROSS ARTS M	477,995	47,024	9,376	421,595		477,995
1204	NEW HAVEN-COOP HIGH SCHOOL	375,038	22,951	4,215	347,872		375,038
2616	PERKINS GRANT - WEST HAVEN	129,442			129,442		129,442
1218	URBAN YOUTH	1,179,750	119,617		1,060,133		1,179,750
REGULAR EDUCATION TOTALS		4,288,677	338,492	16,761	3,933,424	58,498	4,230,179

INTERDISTRICT PROGRAMS

1671	PERSONALIZED LEARNING	14,638	2,099		12,539		14,638
1018	REGIONAL SPEC ED TRANSPORTA	1,645,523	27,045	1,393,982	224,496	6,063	1,640,000
INTERDISTRICT PROGRAM TOTALS		1,660,161	29,144	1,393,982	237,035	6,063	1,654,638

INSTRUCTIONAL PROGRAM TOT	78,644,771	10,222,825	2,467,623	65,954,323	17,077,626	60,464,719
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PUPIL PERSONNEL & SUPPORT SERVICES

1105	ASSISTIVE TECH	478,420	44,226	25,121	409,073		478,420
1103	BEHAVIORAL SERVICES	2,657,575	516,812	12,638	2,128,125		2,881,254
3221	ETS-FOUNDATION GRANTS	2,413	0	0	2,413	2,413	
3222	ETS-PROFESSIONAL DEVELOPMEN	34,686	0	0	34,686	34,686	
1102	EXTENSION THERAPY SERVICES	3,872,771	529,937	2,031	3,340,803	59,078	3,200,000
1101	PUPIL SERVICES	799,437	114,664	11,242	673,531		747,328
1613	STUDENT CAREER & CURRICULUM	219,839			219,839		219,839
1107	TRANSLATION SERVICES	1,000			1,000		1,000
PERSONNEL & SUPPORT SERVICES TOTALS		8,066,141	1,205,639	51,032	6,809,470	96,177	7,527,841

EARLY HEAD START

2811	EARLY HEAD START 1/1/19-12/31/1	501,257	122,346	11,343	367,568		501,257
2812	EARLY HEAD START 1/1/20-12/31/20				0		
EARLY CHILDHOOD-EXTERNAL TOTALS		501,257	122,346	11,343	367,568	0	501,257

PROFESSIONAL DEVELOPMENT

1617	ACES INTERNATIONAL	500,077	61,049	37,598	401,430	500,077
1633	AQIS (UNITED WAY/EASTCONN)	3,721	953	2,768	0	3,721
1625	ARCTELL-HARTFORD	296,167	770	8,334	287,063	296,167
1629	ARCTELL-HARTFORD COACHES	11,396	3,683	3,304	4,409	11,396
1627	ARCTELL-NEW HAVEN	15,236	4,263	3,510	7,463	15,236
1626	ARCTELL-NORWICH	8,270		1,500	3,510	8,270
2662	ARCTELL-STATEWIDE ELL	8,609			8,609	8,609
1609	BRANFORD QUALITY ENHANCEMENT				0	
1604	CONFERENCE MANAGEMENT	83,000	19,586	22,625	40,789	83,000
1623	eARCLMS	277,819	2,732	32,332	242,755	277,819
2633	EPFP	23,900			23,900	23,900
1641	NEW HAVEN SUPPL SIG FUNDS				0	
1644	NEW HAVEN TEAM SUPPORT	335,157	592	6,844	327,721	335,157
1642	NEW HAVEN TRANSITION SERVICE	5,556			5,556	5,556
1658	PD/SI DISTRICT AGENT				0	
1652	PDSI CONFERENCE SERVICES	135,000		15,000	120,000	135,000
2856	PRESCHOOL DEVELOPMENT GRANT				0	
1643	REVIEW FOR NH BEGINNING TEACHERS				0	
2239	TITLE IIA TEACHERS 6/21				0	
2651	TITLE III A ENGLISH ACQ. 6/21				0	
2649	TITLE III A ENGLISH ACQ. 6/20	6,511			6,511	6,511
1656	VIRTUAL HIGH SCHOOL				0	
1639	WATERBURY TECHNOLOGY PD				0	

PROFESSIONAL DEVELOPMENT TOTALS	1,710,419	93,628	133,815	1,479,716	0	1,710,419
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RESC ENTITLEMENTS

2401	ADMINISTERING OPEN CHOICE	175,214	103	1,656	173,455	175,214
2404	CHOICE TRANSPORTATION	3,008,774	56,833	171,167	2,780,774	3,008,774
	RESC ENTITLEMENTS TOTALS	3,183,988	56,936	172,823	2,954,229	0

PROFESSIONAL DEVELOPMENT	4,894,407	150,564	306,638	4,433,945	0	4,894,407
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CAREER SERVICES

1504	ACCESS SUPPORTED EMPLOYMEN	2,851,074	545,514	37,361	2,268,199		2,851,074
3210	ACCESS-LANDSCAPING-ENTERPRI	72,859	87	7,433	65,339	7,819	65,500
1550	VOCATIONAL SERVICES	164,000	6,079		157,921		164,000
2106	WKFORCE ALLIANCE - CREATE	0			0		
2105	WKFORCE ALLIANCE - SUMMER	18,500	6,220		12,280		18,500
CAREER SERVICES TOTALS		3,106,433	557,900	44,794	2,503,739	7,819	3,099,074

ADMINISTRATION**CENTRAL OFFICE**

1415	ACES INSTITUTE	2,162,224	370,534	26,562	1,765,128		2,162,224
1410	ASST EXEC DIR-FINANCE & OPS	449,041	77,680	4,745	366,616		449,041
1408	ASST EXEC DIR-PROGS & CURRICU	564,332	128,837	3,917	431,578		564,332
1404	FISCAL SERVICES	1,232,609	268,190	23,901	940,518		1,232,609
1402	GOVERNING BOARD	337,162	73,212	273	263,677		337,162
1405	HUMAN RESOURCES	1,096,795	201,598	18,098	877,099		1,096,795
1407	INFORMATION & MARKETING SVC	930,601	235,242	63,131	632,228		930,601
1403	OFC. EXECUTIVE DIRECTOR	542,723	160,960	4,945	376,818		542,723
1370	OPERATIONS-MAINTENANCE	721,337	193,221	80,369	447,747		721,337
1416	SECURITY FOR SCHOOLS & PROGR	66,675	11	1,218	65,446		66,675
1401	TECHNOLOGY SERVICES	2,506,365	600,247	34,117	1,872,001		2,506,365
CENTRAL OFFICE TOTALS		10,609,864	2,309,732	261,276	8,038,856	0	10,609,864

BUILDING OPERATIONS

5406	CAPITAL IMPROVEMENTS	0			0		
1303	OPERATIONS-204 STATE STREET	168,578	19,529	32,096	116,953		168,578
1318	OPERATIONS-300 WASHINGTON ST	60,350	2,305	20,305	37,740		60,350
1320	OPERATIONS-51 TRUMBULL STREE	33,429	2,486	4,279	26,664		33,429
1304	OPERATIONS-60 UNITED DRIVE	198,291	28,200	9,316	160,775		198,291
1309	OPERATIONS-CASDD	385,971	66,963	119,936	199,072		385,971
1307	OPERATIONS-ECA	738,546	120,892	282,373	335,281		738,546
3100	OPERATIONS-FOOD SERVICES	837,000	73,139	763,685	176	33,042	803,958
1319	OPERATIONS-LEEDER HILL	1,194,504	78,175	457,432	658,897		1,194,504

1305	OPERATIONS-MILL RD	647,068	116,204	293,063	237,801	647,068
1301	OPERATIONS-88 BASSETT RD (WIM	669,440	152,861	176,594	339,985	669,440
1302	OPERATIONS-PETER C YOUNG BLI	314,464	56,479	103,400	154,585	314,464
1312	OPERATIONS-STAFF DEV.	329,545	43,549	114,023	171,973	329,545
1314	OPERATIONS-TEMS	1,468,186	243,521	916,735	307,930	1,468,186
1306	OPERATIONS-VILLAGE	568,278	88,576	233,015	246,687	568,278
1310	OPERATIONS-WHITNEY EAST	147,475	43,813	74,152	29,510	147,475
1308	OPERATIONS-205 SKIFF ST (NW)	387,422	66,232	225,532	95,658	387,422
1316	OPS-ECA/LITTLE THEATER	59,000	10,711	39,709	8,580	59,000
5326	SLADE ELY PROJECT / 51 TRUMBU	0			0	
5325	WHITNEY SCHOOL PROJECT/LEED	4,605,000	2,807,947	1,797,826	(773)	4,605,000
BUILDING OPERATIONS TOTALS		12,812,547	4,021,582	5,663,471	3,127,494	33,042 12,779,505
ADMINISTRATION TOTALS		23,422,411	6,331,314	5,924,747	11,166,350	33,042 23,389,369
GRAND TOTAL ALL FUNDS		118,635,420	18,590,588	8,806,177	91,235,395	17,214,664 99,876,667

**HUMAN RESOURCES REPORT
OCTOBER 2019**

New Employees/New Positions

<u>Fname</u>	<u>Lname</u>	<u>Hire Date</u>	<u>Position</u>	<u>Program</u>	<u>Salary</u>	<u>Schedule/Step</u>
Melissa	Bekech	9/9/19	Art Teacher	1205	\$63,878.71	MA/7
Wayne	Bulkley	9/9/19	Teacher Assistant-Full time	1003	\$26,740.00	B/2
Charlotte	Condit	9/16/19	ERSEA Assistant	2811	\$20.15/hr.	E/1
Meaghan	Durkin	9/30/19	Home Outreach Instructor	1103	\$27.00/hr.	N/A
Fanta	Faro	8/29/19	ABA Trainer	1007	\$34,128.64	ABA/2
Andrew	Greene	9/9/19	Teacher Assistant-Part time	1205	\$21,318.00	B/2
Christian	Mellen	9/27/19	Security Guard	1205	\$20.64/hr.	C/4
Delva	Moore	9/9/19	Teacher Assistant-Part time	1205	\$21,774.00	B/2
Kimberly	Muszynski	9/30/19	Home Outreach Instructor	1103	\$27.00/hr.	N/A
Tyisha	Sanders	8/30/19	Teacher Assistant-Full time	1003	\$27,300.00	B/2
Ivelisse	Segarra	9/27/19	Permanent Substitute Teacher Assistant	1011	\$24,780.00	B/2

Individual Aides

<u>Fname</u>	<u>Lname</u>	<u>Hire Date</u>	<u>Position</u>	<u>Program</u>	<u>Salary</u>	<u>Schedule/Step</u>
Tyisha	Cotten	9/3/19	Individual Aide	1920	\$17.76 hr.	I/2
Jeanie	Dunleavy	9/13/19	Individual Aide-hourly	1920	\$17.76 hr.	I/2
Amber	Giagrande	9/20/19	Individual Aide	1920	\$17.76 hr.	I/2
Marcus	Moreland	9/20/19	Individual Aide	1920	\$17.76 hr.	I/2
David	Moynihan	9/12/19	Individual Aide	1920	\$17.76 hr.	I/2
Erica	Pretty	8/29/19	Individual Aide	1920	\$17.76 hr.	I/2
James	Watkins	9/9/19	Individual Aide	1920	\$17.76 hr.	I/2
Troshara	Stenson	9/27/19	Individual Aide	1920	\$17.76 hr.	I/2

Transfer/Position Changes

<u>Fname</u>	<u>Lname</u>	<u>Change Date</u>	<u>Position</u>	<u>Program</u>	<u>Salary</u>	<u>Schedule/Step</u>
Craig	Harlow	9/13/19	ABA Trainer to Behavior Support Staff	1103	\$33,468.39	JTG/1
Tamara	Jimenez	9/9/19	Job Coach to Teacher Assistant-Full time	1005	\$30,560.00	B/2
Rochelle	Purcell	9/9/19	Math Teacher to Math Interventionist	1210	N/C	N/C

Resignations

<u>Fname</u>	<u>Lname</u>	<u>Hire Date</u>	<u>Position</u>	<u>Program</u>	<u>Term Date</u>
Demi	Ahmadi	10/28/16	ABA Trainer	1007	9/23/19
Edward	Drapp	1/8/19	Director of Fiscal Services	1404	8/27/19
Andre	Dubois-White	1/19/18	Assistive Technology Specialist	1105	7/26/19
Nicole	Kiernan	8/29/19	Teacher Assistant-Part time	1205	8/29/19

**HUMAN RESOURCES REPORT
OCTOBER 2019**

Resignations Cont'd

<u>Fname</u>	<u>Lname</u>	<u>Hire Date</u>	<u>Position</u>	<u>Program</u>	<u>Term Date</u>
Alexia	McClammy	2/11/19	Individual Aide	1920	7/26/19
La Drea	Moss	9/19/16	Individual Aide	1920	9/12/19
Ivelisse	Segarra	5/8/18	Individual Aide	1920	9/24/19
Laura	Silva	8/28/13	Speech/Language Pathologist	1105	7/26/19
William	Simmons	8/29/19	Individual Aide	1920	9/6/19

Leaves

<u>Fname</u>	<u>Lname</u>	<u>Reason</u>	<u>Position</u>	<u>Program</u>	<u>Leave</u>	<u>Return</u>
Melissa	Alers	Maternity	Family/School Liaison	1407	11/17/19	TBD
Lynn	Bailey	Medical	Project Choice Coordinator	1407	9/10/19	9/24/19
Elasia	Brooks	Medical	Teacher Assistant/Driver	1017	8/29/19	11/29/19
Bianca	Campbell	Maternity	Individual Aide	1920	11/18/19	1/3/20
Victoria	Espiritusanto-Diaz	Maternity	Individual Aide	1920	9/12/19	11/29/19
Alex	Forte	Medical	Special Education Teacher	1001	9/9/19	10/8/19
Emily	Freel	Medical	Assistant Director	1602	11/18/19	1/2/20
Stephanie	Gawel	Maternity	Speech/Language Pathologist	1004	11/14/19	6/30/19
Mareesha	Hailey	Medical Ext.	Teacher Assistant/Driver	1011	8/19/19	10/22/19
Monae	Harper	Medical	Individual Aide	1920	10/17/19	10/29/19
Karen	Kessler	Medical	Nurse	1004	11/22/19	12/12/19
Johnetha	McClain	Medical	Teacher Assistant/Driver	1017	9/9/19	INT
Holly	McQuarrie	Medical	Occupational Therapist	1102	7/1/19	INT
Ellyn	Nolan	Medical	Nurse	1011	8/29/19	INT
Jaclyn	Pugh	Maternity	Behavior Analyst	1007	12/5/19	3/1/20
Whitney	Shipp	Maternity	ABA Trainer	1005	3/1/20	4/20/20
Bruce	Willett	Medical	Physical Education Teacher	1005	9/23/19	TBD

2811 FY19 EARLY HEAD START, FISCAL REPORT TO POLICY COUNCIL AND ACES GOVERNING BOARD
 YEAR-TO-DATE 09/30/2019

LINE ITEM	ORIGINAL BUDGET	REVISED BUDGET	XSFERS	MTD EXPENSES	YTD EXPENSES	ENCUMB	AVAILABLE
OPERATIONS							
Salaries*	\$259,609.00	\$273,703.00	\$0.00	\$0.00	\$129,262.00	\$0.00	\$144,441.00
Benefits*	\$48,739.00	\$51,239.00	\$2,500.00	\$0.00	\$35,050.00	\$0.00	\$16,189.00
Program Improvement	\$6,000.00	\$6,000.00	\$0.00	\$300.00	\$643.69	\$0.00	\$5,356.31
Contractual - Child Dev. Aides	\$500.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00
Contractual - Child Services	\$6,500.00	\$4,500.00	-\$2,000.00	\$0.00	\$0.00	\$0.00	\$4,500.00
Contractual - Health/Disabilities	\$600.00	\$600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$600.00
Contractual - Middlesex Hospital	\$381,438.00	\$381,438.00	\$0.00	\$0.00	\$173,926.17	\$0.00	\$207,511.83
Supplies - Program	\$6,500.00	\$6,500.00	\$0.00	\$0.00	\$1,189.11	\$0.00	\$5,310.89
Supplies - Office	\$6,509.00	\$6,509.00	\$0.00	\$0.00	\$1,536.92	\$0.00	\$4,972.08
Supplies - Parent Activities	\$1,500.00	\$1,500.00	\$0.00	\$0.00	\$560.77	\$0.00	\$939.23
Supplies - Socialization	\$2,900.00	\$2,900.00	\$0.00	\$0.00	\$112.03	\$21.81	\$2,766.16
Other - Advertising	\$5,500.00	\$5,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00
Other - Communications	\$6,180.00	\$6,180.00	\$0.00	\$0.00	\$2,682.31	\$1,757.01	\$1,740.68
Other - Consultants	\$63,000.00	\$64,620.00	\$0.00	\$6,250.50	\$60,231.86	\$4,777.50	-\$389.36
Other - Copying	\$3,000.00	\$2,000.00	-\$1,000.00	\$0.00	\$33.63	\$0.00	\$1,966.37
Other - Dues/Fees	\$8,000.00	\$8,000.00	\$0.00	\$0.00	\$3,516.83	\$1,595.00	\$2,888.17
Other - Facility Usage	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$50.00	\$0.00	\$4,950.00
Other - Local Travel	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$2,247.81	\$0.00	\$752.19
Other - Parent Activities	\$3,155.00	\$3,155.00	\$0.00	\$0.00	\$111.69	\$0.00	\$3,043.31
Other - Postage	\$600.00	\$600.00	\$0.00	\$0.00	\$121.63	\$110.00	\$368.37
Other - Translation Services	\$1,500.00	\$1,500.00	\$0.00	\$170.00	\$1,010.00	\$0.00	\$490.00
Other - Technology	\$6,000.00	\$6,000.00	\$0.00	\$0.00	\$2,487.79	\$0.00	\$3,512.21
Computer Software	\$0.00	\$500.00	\$500.00	\$0.00	\$190.95	\$0.00	\$309.05
Equipment - Below \$1,000	\$0.00	\$0.00	\$0.00	\$0.00	\$609.36	\$0.00	-\$609.36
TOTAL OPERATIONS	\$825,730.00	\$841,444.00	\$0.00	\$6,720.50	\$415,574.55	\$8,261.32	\$417,608.13

* Because payroll is processed through PayCom, we do not have salary or benefit calculations in MUNIS.

LINE ITEM	ORIGINAL BUDGET	REVISED BUDGET	XSFERS	MTD EXPENSES	YTD EXPENSES	ENCUMB	AVAILABLE
TRAINING/TECHNICAL ASSISTANCE							
Training - Contractual	\$8,000.00	\$5,000.00	-\$3,000.00	\$0.00	\$1,521.17	\$0.00	\$3,478.83
Training - Staff Development	\$5,000.00	\$8,000.00	\$3,000.00	\$0.00	\$6,460.00	\$159.53	\$1,380.47
Training - Conferences/Travel	\$7,000.00	\$7,000.00	\$0.00	\$54.97	\$2,837.42	\$621.12	\$3,541.46
Training - Supplies	\$769.00	\$769.00	\$0.00	\$0.00	\$0.00	\$844.98	-\$75.98
TOTAL T/TA	\$20,769.00	\$20,769.00	\$0.00	\$54.97	\$10,818.59	\$1,625.63	\$8,324.78
INDIRECT TO ACES							
Administration	\$62,048.00	\$62,048.00	\$0.00	\$0.00	\$0.00	\$0.00	\$62,048.00
TOTAL INDIRECT	\$62,048.00	\$62,048.00	\$0.00	\$0.00	\$0.00	\$0.00	\$62,048.00
GRAND TOTAL	\$908,547.00	\$924,261.00	\$0.00	\$6,775.47	\$426,393.14	\$9,886.95	\$487,980.91

**Equal Employment Opportunity / Affirmative Action
NON-DISCRIMINATION**

The ACES Board will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability (including pregnancy), genetic information, veteran status or gender identity or expression, except in the case of a bona fide occupational qualification.

It is the policy of the ACES Board that any form of discrimination or harassment on the basis of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability (including pregnancy), genetic information, veteran status or gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics. It is also the policy of the ACES Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, disability (including pregnancy), veteran status or gender identity or expression.

For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

For the purposes of this policy, "veteran" means any person honorably discharged from, or released under honorable conditions from active service in, the United States Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard.

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

Any employee wishing to file a complaint regarding discrimination may obtain a copy of the Board's complaint procedures and complaint form which are included in the Board's Administrative Regulations

Regarding Non-Discrimination/Personnel. These regulations accompany Board Policy # 4111.1 and are available online at **ACES.org** or upon request from the main office of any district school.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex or disability, such complaints will be handled under other appropriate policies (e.g., Discrimination/Harassment in the Workplace; Policy # 4118.112 Section 504/ADA).

Any employee also may file a complaint with the Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Employees may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(800-477-5737)

Anyone who has questions or concerns about this policy, or would like a copy of the Board’s complaint procedures or complaint forms related to claims of discrimination, may contact:

Director of Human Resources
350 State Street
North Haven, CT 06473
203-468-6800

Anyone who has questions or concerns about the Board’s policies regarding discrimination on the basis of gender/sex may contact the Board’s Title IX Coordinator:

Director of Human Resources
350 State Street
North Haven, CT 06473
203-468-6800

Anyone who has questions or concerns about the Board's policies regarding discrimination on the basis of disability may contact the Board's Section 504/ADA Coordinator:

Director of Human Resources
350 State Street
North Haven, CT 06473
203-468-6800

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L.110-233, 42 U.S.C. § 2000ff; 29 CFR 1635.1 et seq.
Connecticut General Statutes § 1-1n, "Gender Identity or Expression" defined
Connecticut General Statutes § 10-153. Discrimination on basis of marital status
Connecticut General Statutes § 46a-58. Deprivation of Rights
Connecticut Fair Employment Practices Act, Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-81a Discrimination on basis of sexual orientation:
Definitions
Connecticut General Statutes § 46a-81c Sexual orientation discrimination: Employment.

ADOPTED: _____
REVISED: _____

Community Relations

Public Complaints

ACES welcomes comments and suggestions for improvement from the citizens whom it serves. Constructive criticism of the schools services and programs are welcome whenever it is motivated by a sincere desire to improve the quality of the educational program or to allow the schools to do their tasks more effectively. However, the Board has confidence in its professional staff and desires to support their actions in order that they be free from unnecessary, spiteful or negative criticism and complaint. Therefore, whenever a complaint is made directly to the Board as a whole or to a Board member as an individual, it will promptly be referred to the administration for study and possible solution.

Since individual Board members have no authority to resolve complaints, other than by formal Board action, Board members shall refer persons making complaints about the schools to the most immediate level at which the problems can be resolved and, as may be necessary, through lines of organization to the Executive Director. The Board expects that the administration will develop a procedure for receiving complaints courteously and that it will take steps to make a proper reply to the complainant. Follow-up shall be in the form of a written memorandum to the Board members when deemed appropriate by the Executive Director.

Anonymous complaints provide little avenue for investigation, response or redress of the complaint. Therefore, it is the policy of the Board that such complaints will be pursued only when required by federal or state statutes or regulations. An unsigned complaint or anonymous telephone call will not be the sole basis for action by the Board.

The Administration should make Parents, students, staff, and members of the public aware of the proper channels of communication and appeal. Complaints for which specific resolution procedures are provided by other Board policy, state or federal statute or regulation, or applicable Board administrators shall be directed through those channels. The appropriate method for the public to address a situation is for that individual to first contact the School (the Teacher if the issue is within the classroom) and or the School Administration if the issue is centered on a more general concern. If after speaking/meeting at the School level, the individual may contact Central Office in order to have their concern investigated at that level. The decision of applicable Board Administrators regarding a student must include notice of the next step of appeal. Any appeal from the decision of the Executive Director to the Board shall be in writing and signed.

Complaints should be resolved at the lowest possible level of authority. If the complaint cannot be resolved at the building level, either party is encouraged to bring the matter to the attention of the Executive Director.

If all other remedies have been exhausted and a complaint cannot be satisfactorily resolved, the complaint may be appealed to the Board. No appeal will be heard by the Board unless the accusations are presented to the Board through the Executive Director, or other appropriate administrative staff in the matter of a direct complaint against the Executive Director.

The Board will not consider or act upon complaints that have not been explored at the appropriate administrative level or complaints for which specific resolution procedures have been established that do not include Board review. If the Board decides to hear the complaint, the Board shall make a decision which shall be sent to all interested parties. The Board's decision is final unless alternative relief is prescribed by statute.

(cf. 1220 - Citizens' Advisory Committees)
(cf. 5145.2 - Freedom of Speech/Expression)
(cf. 6144 - Controversial Issues)
(cf. 6161 - Equipment, Books, Materials: Provision/Selection)

Legal Reference: *Keyishian v. Board of Regents* 385 U.S. 589, 603 (1967)
President's Council, District 25 v. Community School Board No. 25 457 F.2d 289 (1972), cert. denied 409 U.S. 998 (1976)
Minarcini v. Strongsville City School District, 541 F. 2d 577 (6th Cir. 1976).
Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853 (1982).
Academic Freedom Policy (adopted by Connecticut State Board of Education, 9/9/81).
Connecticut General Statutes
10-238 Petition for hearing by board of education.

Admissions to Educational Center for the Arts Magnet School

ACES Educational Center for the Arts follows Connecticut State Department of Education office of School Choice guidelines pertaining to magnet school admissions. Additional considerations include the ability of sending districts to fund slots for all interested students and the ability of ECA to accommodate all applicants within existing program structures.

The school administration will provide number of seats available by town and by department before the lottery is held each year. Students who are not admitted to open seats will be placed on a waiting list according to the lottery number that is drawn for them. The school administration will draft students from the waiting list in order by the number selected for each applicant, according to department capacity and student choice of course of study.

Policy Adopted:

October Student Report

Program	Whitney Academy 130	Create Whitney Academy 1002	Whitney North 1011	Mill Academy 1003	Mill Elem 1017	Mill Aspire 1209	Mill Elementary Urban Youth 1217	Village 1004	Village EIBI 1005	Autism Center Intensive 1007	ECA 1203	WIMS 1205	TEMS 1210	Total
Ansonia	6	1	4	2				1	3	4		1		22
Berlin	1												3	4
Bethany											4			4
Branford	1	2		2	3			4	2		8			22
Bridgeport	7	4	16	11	4			7	3		1			53
Bristol	1								3	2				6
Cheshire	1										13			14
Clinton	2	1								1	5			9
Cromwell	1								1				2	4
Derby	5	1	4		2			2		2		2		18
Durham											3			3
East Haven	6	3	2	7	3			3	3	2	5	10		44
East Lyme											2			2
Groton			1											1
Guilford	2				1					1	11			15
Haddam														0
Hamden	12	3	10	10	9			9	6	4	24	268		355
Hampton												1		1
Hartford	1				1				1			1		4
Killingworth											5			5
Litchfield	1													1
Madison								1		2	12			15
Meriden	1	2	3	3	7			5			5	75	511	612
Middlefield													1	1
Middletown									1	2	1	1	79	84
Milford	1		2					1			29			33
Montville													1	1
Naugatuck	4	1	1	1				2				6		15
New Britain			1		1								3	5
New Haven	13	11	33	21	5	25	27	22	8	8	85	107		365
New London												1		1
Newtown									1	3	8			12
North Branford			1		3			2			7		1	14
North Haven	1	2		1				2			14	1	1	22
Newington	1													1
Norwalk	1		2							1				4
Norwich				1	1									2
Old Lyme											1			1
Old Saybrook								1			1			2
Orange									1		4			5
Oxford	1								1	1	17			20
Plainville										1				1
Portland											1		1	2
Prospect											1			1
Seymour	1				2			1			2			6

Program	Whitney Academy 130	Create Whitney Academy 1002	Whitney North 1011	Mill Academy 1003	Mill Elem 1017	Mill Aspire 1209	Mill Elementary Urban Youth 1217	Village 1004	Village EIBI 1005	Autism Center Intensive 1007	ECA 1203	WIMS 1205	TEMS 1210	Total
Shelton	2				1			1	1		7			12
Southbury											1			1
Southington	1	2								1				4
Stamford	1		3					1						5
Stratford	3		1	1	1			1	1			2		10
Thomaston								1						1
Torrington													1	1
Trumbull	2							2						4
Wallingford	3	1			2			9		3	12	21	12	63
Washington												1		1
Waterbury	3	3	7	3				2				5	79	102
Watertown			1										1	2
West Haven	10	2	4	6	2			11	1		6	14		56
Westbrook											1			1
Wethersfield													2	2
Winchester			1											1
Windham		1												1
Wolcott								1						1
Woodbridge											12			12
Region 5	2													2
Region 14	1									1				2
Region 15									1					1
Region 16			1											1
Region 17										1				1
Private Pay						8	4	3			1			16
Special Ed. Programs	99	40	98	69	48	33	31	95	38	40				591
Magnet Schools											309	517	698	1,524
Grand Total	99	40	98	69	48	33	31	95	38	40	309	517	698	2,115
Budgeted Enrollment	100	50	99	73	70	40	44	96	39	39	315	664	731	2360

TEMS - Thomas Edison Middle School, 1355 North Broad St., Meriden (Meriden, Middletown, Wallingford, & Region 13)

WIMS - Wintergreen Magnet School, 88 Bassett Rd, North Haven (Hamden,Meriden, New Haven, Wallingford, & Woodbridge)

Whitney Academy, CREATE and North 130 A/B Leeder Hill Drive, Hamden

Mill Academy ASPIRE 205 Skiff Street, Hamden; Mill Elementary Urban Youth 295 Mill Road, North Haven

Village EIBI - Village School, 31 Temple Street, North Haven

CASDD Center 26 Old Post Rd. Northford, CT

ECA - 55 Audubon Street, New Haven



Professional Development
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*New PDSI EL Book



Authored by Maggie Stevens, Professional Learning Specialist *Crossing into English: A Contrastive Analysis Guide for TESOL/Bilingual, Reading and K-12 Classroom Teachers of English Learners (ELs)* is a contrastive analysis of English and each of more than 90 languages. This guide helps all teachers of ELs to identify the elements of the home languages that may transfer into the students' performance and use of English. "Different language have different rules. As such, children learning English may need explicit practice with new rules that may come naturally to monolingual English speakers who are developing literacy skills. By learning how English "works," students can develop a metalinguistic awareness and new strategies to address the differences from their native language(s)."



Crossing into English:
A Contrastive Analysis Guide for TESOL, Bilingual, Reading,
and K-12 Classroom Teachers of English Learners (ELs)

A few key ways for educators to use this resource:

- Learn about your students' native languages
- Refer to this document when teaching foundational reading skills, grammar, or syntax. What are the aspects of English that are going to be new to my students based on their native languages? Select an aspect of English for English learners to focus on as they acquire literacy skills in English.
- Refer to this document when assessing students' reading ability. Is the language expected based on the students' native language?
- Refer to this document when assessing students' writing ability, including spelling patterns, grammar, and syntax. Is the language expected based on the students' native language?
- Refer to this document when there are speech and language concerns about your English learner students. Is there a logical explanation for language differences based on the influences from the native language?

October & November Professional Learning Offerings

October 2019
TEAM Initial Reviewer Training (IRT) DATE: 10/02/2019
The Role of the Paraeducator in High-Quality Early Childhood Settings That Serve Children with IEPs DATE: 10/03/2019
ISTE Certified Educator Training Program DATES: 10/07/2019 & 10/8/2019
Title IX/Equity Coordinators Training DATES: 10/08/2019, 10/09/2019, 10/16/2019, & 10/17/2019
NAEYC Topic Area 10B/10E: Creating an Operations Manual/Management Policies, Procedures, Personnel Policies DATE: 10/10/2019
TEAM Initial Support Training (IST) DATE: 10/11/2019
NAEYC Accreditation Study Group Meeting DATE: 10/16/2019
NAEYC Accreditation Workshop: Literacy DATE: 10/16/2019
Curriculum 3 Part Series DATE: 10/16/2019
NAEYC Topic Area 4A: Creating an Assessment Plan DATE: 10/17/2019
Conducting Investigations & Report Writing DATES: 10/23/2019, 10/24/2019, 10/30/2019, 10/31/2019
Building and Teaching in a Trauma-Informed Classroom DATE: 10/25/2019
Social-Emotional Learning and Character Development Certificate Courses DATES: 10/28/2019 & 10/29/2019

November 2019

Using Connecticut's Documentation & Observation for Teaching System (CT DOTS) to Document Progress for Children with IEPs
DATE: 11/01/2019

Coaching High-Impact Teacher Teams: Four Steps to Improving Student Achievement
DATES: 11/06/2019 & 11/07/2019

NAEYC Topic Area 4A: Creating an Assessment Plan
DATE: 11/07/2019

NAEYC Accreditation Study Group Meeting
DATE: 11/13/2019

NAEYC Accreditation Workshop: Dramatic Play
DATE: 11/13/2019

Curriculum 3 Part Series
DATE: 11/13/2019

LifeCourse Planning Tools
DATE: 11/25/2019

***New Paraprofessional Learning Opportunities**

Date	Location	Topic
October 8, 2019	Village	Social Emotional Learning
November 12, 2019	TEMS	Ed Tech Camp
December 3, 2019	TEMS	Restorative Practices
January 14, 2020	TEMS	Troubleshooting Educational Problems of Practices
February 11, 2020	Village	Facilitating Student Centered Learning
March 10, 2020	Village	Ed Tech Camp
April 7, 2020	Village	Engaging in Productive Difficult Discussions
May 12, 2020	TEMS	Facilitating Student Centered Learning

2019-2020 Contracts

District Contracts	Training Title
Amity RSD 5	2-Day Restorative Practices
Wallingford	TBD
Branford	Data-Driven Decision Making
Wolcott	In-district services
District Contracts	Training Title
Derby	<i>Pending: Instructional Coaching/DDDM</i>
ACES	Restorative Practices
RSD 16	Experience to Action
ACES	EL Programs
Darien	Scaffolds
Clinton	Curriculum Revision & Differentiated
New Haven	<i>Pending: Instructional Strategies</i>
Catholic Academy of New Haven	Culturally Responsive Practices
RSD 13	EL Coaching
Cheshire	EL Strategies
Bethel	EL Strategies
Common Ground	EL Student Work
Meriden	<i>Pending: Coaching for Curriculum</i>
RSD 13	Restorative Practices
Naugatuck	<i>Pending: Coaching for Individual</i>
East Haven	Restorative Practices
West Haven	<i>Pending: Supporting Student-Centered Instruction</i>
New Haven	<i>Pending: Lesson Design/Progress Monitoring</i>
Hamden	<i>Pending: ESL Curriculum</i>
Meriden	Social Studies PD
ACES-Curriculum	<i>Pending: ACES Coaching</i>
New Haven	<i>Pending: Supporting ELS</i>
Early Childhood Services	
Hamden ELC	Leadership Dev
RSD 13	Instructional Coaching
Children's Academy	<i>Pending: NAEYC DAP for Infants & Toddlers</i>
Waterbury School Readiness	<i>Pending: Supportive Interactions</i>
Hamden ELC	<i>Pending: Leadership Dev</i>

2019-2020 Regional Council Dates

Curriculum Council	ELA Council	Math Council	Early Childhood Council	English Learner Council	Science Council	Social Studies Council	Coaches Council
9/20	9/27	9/27	9/27	9/27	12/13	12/13	10/4
11/15	12/6	12/13	12/6	12/6	3/6	3/6	12/13
1/10	2/28	2/28	2/28	2/28	5/8	5/8	3/6
3/13	5/1	5/8	5/1	5/1			5/8
5/15							

2019-2020 PDSI Regional Support

September 2019	
PDSI CONTRACTS	30.36%
ARC PROGRAMS	19.26%
GRANTS	0.81%
EARLY CHILDHOOD SERVICES	9.59%
OTHER TRAININGS/SERVICES	1.42%