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To make a public comment, the call in number is

(US) 1-443-671-4810 PIN: 111 148 475#

Regular BOE Agenda
December 16, 2025

Council Chambers
3 Primrose St.
Newtown, CT 06470
7:30 PM

As stewards of Newtown Public Schools, we commit to conducting ourselves with honesty, integrity, and respect. Guided by Newtown's Core Values and the Portrait of a Graduate, we will strive to prepare every student to think critically and innovate with curiosity; adapt, persevere, and pursue goals with strategic focus; act with compassion, collaborate across differences, and communicate with clarity. We hold ourselves to the same attributes we seek to instill in our students, embodying them in our work together.

AGENDA

1. PLEDGE OF ALLEGIANCE
2. CONSENT AGENDA
 - A. Donation to Sandy Hook School
 - B. Newtown High School 2027 Trip with ACIS to London, the Loire Valley, and Paris
 - C. Minutes of December 2, 2025
3. **PUBLIC PARTICIPATION
4. REPORTS
 - A. Chair Report
 - B. Superintendent's Report
 - C. Committee and Liaison Reports
 - D. Student Representatives Report
 - E. Action on Itemized Estimate and Transfers for Month ending November 30, 2025
5. PRESENTATIONS
 - A. Medical Self-insurance Fund Strategic Plan & Explanation of Premium
 - B. Next Generation Accountability
6. PUBLIC PARTICIPATION
7. ADJOURNMENT

***During the first Public Participation, the Board welcomes commentary regarding items on the agenda. After being recognized, please state your name and address for the record. Per Board Policy 9325, we request that speakers be respectful and limit comments to not more than three minutes, and we note that public complaints about employees are not permitted during meetings. All such concerns should instead be submitted to the Superintendent. During the second Public Participation, commentary may address the agenda or may introduce issues for the Board to consider in the future. The Board does not engage in dialogue during either public comment period. If you desire more information or answers to specific questions, please email the Board: NewtownBOE@newtown.k12.ct.us*



**Sandy Hook School
12 Dickinson Drive
Sandy Hook, CT 06482
(203) 426-7657**

Memorandum

To: Newtown Board of Education
From: Erin Ardino
Date: 11/24/2025
Subject: Donation from Curtis L Dupuis

Sandy Hook School received the attached \$100 from the Curtis L Dupuis.

We are asking the Board to please approve this donation. Once approved, we will deposit the check into the SHS Activity account to be used appropriately.

If you have any questions, please contact our office.

Thank you!

BILL PAYMENT PROCESSING CENTER
PO BOX 7236
SIOUX FALLS SD 57117-7236

000035625 MAEPPSCK112025080493 01 000000 035625 001
SANDY HOOK ELEMENTARY SCHOOL
12 DICKINSON DR
SANDY HOOK CT 06482-1218



00035625 35625 0001-0001 DAEPPSCK112025080493 001 L 00035625

32



THIS CHECK CONTAINS MULTIPLE SECURITY FEATURES. PLEASE SEE BACK FOR DETAILS

Post to Account: DONOR

\$100.00

11/19/2025

CURTIS L DUPUIS
CURTIS L DUPUIS
CURTIS DUPUIS
PO BOX 153
OAKVILLE, WA 985880153

KeyBank
P.O. Box 7236
Sioux Falls, SD 57117-7236

Payable Through
KEYBANK, NA
ONLINE BANKING BILL PAY

6-103
410

49346255

November 19, 2025

PAY One Hundred and 00/100 Dollars

\$ *****100.00

#CSP0100065EA987# 42986851

VOID 90 DAYS AFTER ISSUE

TO THE ORDER OF: SANDY HOOK ELEMENTARY SCHOOL
12 DICKINSON DR
SANDY HOOK CT 06482-1218

Vuit B. Alf

Memo:



LEAF LOCK ICON - MUST BE VISIBLE

⑈49346255⑈ ⑆041207040⑆ 350993518504⑈



Newtown High School

12 Berkshire Road
Sandy Hook, CT 06482
(203) 426-7646
FAX (203) 426-6573

December 1, 2025

Dear School Board Members,

My name is Elizabeth Mouchantat. I am the FLEX Teacher at the high school in addition to having taught social studies here for 5 years including Government, Economics, U.S. History, World Religions, Asian Studies, and Western Studies. In addition, I am an alumni who graduated with the class of 2012.

Over the past two April Breaks I have brought 45 different students to travel with ACIS (American Council for International Studies) to Europe. In 2024 we traveled to Rome, Florence, and Venice, Italy and in 2025 we traveled to Paris, Switzerland, and Munich. This coming April we have 18 more students (5 returning from last year) signed up to travel throughout Greece and Italy. In order to give our families as much time as possible to financially plan, I am writing to you for approval to organize a trip over April Break 2027 with ACIS to London, the Loire Valley, and Paris.

ACIS is the country's leading sponsor of educational tours. Its programs are fully insured, and its nationwide reputation is based on 35 years of experience with more than 500,000 student and adult travelers. They have a 24-hour, 365-day support network staffed by ACIS employees, both in the U.S. and overseas. They use only three-star and four-star hotels in popular and safe areas and the best sources of local transportation. Newtown High School has traveled with ACIS 8 times over the past 12 years.

Our group will have an ACIS Tour Manager who is a highly-trained, multilingual guide and educator. Our tour manager will not only explain what we are seeing, but how it came to be and why it matters. ACIS Tour Managers are renowned for bringing a unique perspective to their tours, combined with a love of teaching and an irresistible enthusiasm for the regions they describe. Our tour manager will serve as an accessible, authoritative source of information, helping students form a basis for exploration. His or her expertise will certainly enhance all that my colleagues and I have taught our students at home.

This 9 day trip will explore London and Paris as well as featuring some areas outside those major cities. These trips provide an opportunity for first hand learning as they explore the history and culture of where we visit, which often supports NPS curriculum and furthers what they have studied. To highlight a few: students will walk the Beaches of Normandy and visit the American Cemetery as we learn more about WWII in France and the role the US played while paying respect to the soldiers who fought, content that is explored in both Western Studies and US History. Our culinary students will not only have an English tasting dinner in London, but the chance to experience true French Cooking with a full group cooking class. We will explore the gardens of King Louis XIV's Palace of Versailles by bike before touring it. Our freshman spent time in Western Studies learning about the Absolute Rule that existed in many countries, and the road that eventually led to Revolution in France. In addition, our French language students will have the most immersive practice as they spend time in Normandy, the Loire Valley, and Paris testing and improving the skills they have learned here. While it may look like just a tourist trip at first, these experiences deepen the knowledge our students have while growing their confidence, independence, and interest in the world. It is a wonderful experience to allow them to see firsthand what they have learned over their time at Newtown High School.

My experience with ACIS has shown me they are experts in international travel and will support our students and chaperones leading up to and throughout our trip. I have had no concerns while traveling with students and when a student needed any help our tour manager was there! The continued support of the Newtown Board of Education is what makes these once in a lifetime trips so accessible to our students and I ask you to approve this travel request for April Break of 2027. I have attached a document that includes an overview of the full itinerary, the cost and what is included in that fee. If you have any additional questions or concerns, please feel free to contact me at mouchantate@newtown.k12.ct.us.

Sincerely,

Elizabeth Mouchantat
NHS Social Studies Department

Travel Time

London, Loire Valley and Paris Itinerary



Day 1: Depart the NHS/US for London!

Day 2 and 3:

- Guided sightseeing tour of London including: House of Parliament, Westminster Abby, and Buckingham Palace
- Traditional English dinner/food tasting
- Explore various areas of London including the West End, South Kensington, and art district



Day 4: Caen

- Visit Stonehenge
- Explore coastal Portsmouth
- Ferry ride with Dinner to Caen
- Visit D-Day Sites and Monuments at the Beaches of Normandy and American Cemetery

Day 5: Loire Valley

- Visit the Châteaux's South of Paris on the way to Paris including:
 - Château de Chenonceau
 - Château de Chambord
 - Chartres Cathedral



Day 7 and 8: Paris

- Guided tour including Arch de Triomphe, Les Invalides, Notre Dame Cathedral
- French Cooking Class
- Tickets to the top floor of the Eiffel Tower
- Visit Louis XIV's Palace of Versailles, Gardens ad Groups

Day 9: Depart Paris and fly back to the USA.

Cost: \$4975

Included In Cost:
Flights

Every tour/ticket on itinerary
All transportation in country
Breakfast and Dinner
Tour Guides/Manager
Tips for all guides



Not Included:
Lunches

BOE Required Travel Clinic
Transportation from NHS to airport
Souvenirs



**Please Note: These minutes are pending Board approval.
Board of Education
Newtown, Connecticut**

Minutes of the Board of Education Meeting held on December 2, 2025 at 7:00 p.m. in the Council Chambers, 3 Primrose Street, Newtown, CT.

A. Plante, Chair	A. Uberti
J. Vouros, Vice Chair	F. Purcaro
D. Zukowski, Secretary	T. Gouveia.
S. Tomai	1 Press
C. Gilson	
D Linnetz	
B. Leonardi	

Ms. Weimann called the meeting to order at 7:00 p.m.

Item 1 – Pledge of Allegiance

Item 2 – Election of Officers

Ms. Weimann asked for a nomination for Chair.

MOTION: Mrs. Linnetz nominated Alison Plante for Chair. Mr. Ramsey seconded.

Mr. Ramsey was grateful to be back on the board and thanked Mrs. Plante for taking on this responsibility again. She is a very refreshing influence, a reasonable person, will be a good unifying force and he supports the nomination.

Motion passes unanimously.

MOTION: Dr. Gilson nominated Mrs. Linnetz for Vice Chair. Mr. Vouros seconded.

Dr. Gilson was very impressed with Mrs. Linnetz who is professional and always prepared, especially regarding her work on the Policy Committee. She will make an excellent Vice Chair. Motion passes unanimously.

MOTION: Mr. Vouros nominated Don Ramsey for Secretary. Ms. Tomai seconded.

Mr. Vouros was thrilled to have Mr. Ramsey back on the board. During his previous tenure as Secretary he provided prompt responses to the public and channeled their concerns to a satisfying resolution.

Motion passes unanimously.

Mr. Vouros read the NEW STATEMENT

As stewards of Newtown Public Schools, we commit to conducting ourselves with honesty, integrity, and respect. Guided by Newtown's Core Values and the Portrait of a Graduate, we will strive to prepare every student to think critically and innovate with curiosity; adapt, persevere, and pursue goals with strategic focus; act with compassion, collaborate across differences, and communicate with clarity. We hold ourselves to the same attributes we seek to instill in our students, embodying them in our work together.

Item 3 – Consent Agenda

MOTION: Ms. Tomai moved that the Board of Education approve the consent agenda which includes the minutes of November 18, 2025 and the correspondence report. Mr. Vouros seconded. Motion passes unanimously.

Item 4 – Public Participation – None

Item 5 – Reports

Chair Report: Mrs. Plante welcomed Melissa Beylouni and Don Ramsey as new members and congratulated our re-elected members Ms. Tomai and Mrs. Linnetz. She was happy to be serving as Chair and thanked everyone for their trust.

Superintendent's Report: Today's weather impacted the high school football game which was rescheduled to tomorrow evening and then on Sunday if they advance. She welcomed our new Board members and officers on behalf of the entire district and was excited about working with all of them.

Committee and Liaison Reports:

Dr. Gilson reported that he submitted his resignation from CABE because of his change in circumstances so if anyone is interested they should contact Sheila McKay.

Mrs. Plante noted that she was currently the Board representative to EdAdvance and would welcome someone taking that over as well.

Mrs. Linnetz reported that the Policy subcommittee met and there are a number for second read to be rescinded tonight. The next meeting is in February. We've realigned our policies to Shipman's and thanked Mrs. Uberti and Mrs. Plante for their efforts in updating our policy handbook. The Board bylaws will be the next group.

Student Representatives Report:

Mr. Hoag welcomed the new Board members. He reported that students are now hosting their capstone projects and some are celebrating early college decisions and early actions. The career center is hosting representatives from CT State on December 17, Lincoln Tech, and military personnel to focus on students who are not college bound. On November 25, 23 alumni from the class of 2025 shared their college experiences with seniors. Winter sports started December 1st and the Math Team is competing December 3rd.

Ms. DiNoto reported that the National Honor Society inducted 62 new members last Monday. Dr. Longobucco and Mrs. Uberti were featured as well as Linda, Macy, and Stephen with Families United in Newtown. The Honor Society is hosting many events this month including a Winter Wonderland where clubs and organizations can set up a Christmas-themed table and earn money. Information was also provided about the other honor societies.

Dr. Gilson asked if there was a schedule of capstone project presentations.

Mr. Vouros said Dr. Longobucco publishes a schedule and asked Ms. DiNoto to see if she can send a copy to the Board members.

Item 6 – Presentations

Pupil Services Strategic Goals:

Deborah Petersen, Director of Pupil Services, shared her goals for the year and began with Goal 1 regarding curriculum and instruction. One of her largest goals is creating a rubric to use in the entire district to determine the need for adult support in the classrooms for our special education students and will pilot it in the spring and roll it out next year. We continue to explore an appropriate functional skills curriculum that prepares students with disabilities in grades 5-12 for increased independence in their post-secondary life and community integration. Hawley School is currently piloting a co-teaching model with a special education teacher and general education teacher working together in one grade and one classroom to look at data regarding students with behavioral or academic issues and determine if it's beneficial to have another adult in their classroom. Presently we have co-teaching in the middle and high schools. Regarding professional development for the special education staff, rather than send numerous

teachers to the same session, she has asked those who attended to share information in their special education meetings.

Goal 5 addresses family and community relations and she will be developing and strengthening partnerships with local businesses and organizations to provide students with resources and real-world learning experiences and support services to enhance post-secondary outcomes. Our transition coordinator secured two new locations for our age 18-22 students to provide them with other experiences with different aspects of life. There are 17 students in the NCP program with 3 from Brookfield. She has worked to strengthen family engagement and participation in the IEP process and sent a survey to parents regarding feeling welcomed, valued, and included in decision-making, as well as their satisfaction with the school communication, transparency, and responsiveness. 73% of the parents responded.

Mr. Vouros would like the elementary assistant principals to attend a meeting to provide an update to the Board.

Mrs. Petersen would have them attend and report how wonderfully it's working.

Mrs. Linnetz said regarding the data we get from the State asked if there was a specific breakout in looking at the students with disabilities and how the data is informing what is in the strategic plan.

Mrs. Uberti shared that with special education and professional development there are things specific to special education plus other things related to teaching. We are addressing this and starting to work with the supervisors in one school and provide training to look at that data and determine what portion is impacted by the special education population.

Mr. Purcaro noted that we get data on special education identification and see where the trends are and where the gaps are in performance and what we can do to address those gaps.

Mr. Vouros thanked Mrs. Petersen for working with her staff regarding how they work with parents in PPTs. The tone now is very productive.

Mr. Ramsey had a question on the rubric.

Mrs. Petersen noted that we are developing it and would like to pilot it in the spring and share it with special education staff first and next year share it with the general education staff.

Mrs. Petersen said they are looking at chronic absenteeism with special education students and how we can address that with a plan for students to get to school. We try now but its not always effective.

Mrs. Plante said that creating the four elementary assistant positions was working well and asked if she liked this model.

Mrs. Petersen said they are very happy with it and love engaging with students and working with staff which is beneficial to our students. The principals love the model as well.

Mrs. Uberti said the amount of collaboration between them is great and they can go into a classroom and help teachers implement a behavior plan. The principals are able to do so much more in their building. Parents are also very pleased. We will bring them in to speak with the board.

Item 7 – Old Business

Action on Non-mandated Policies to Rescind:

MOTION: Ms. Tomai moved that the Board of Education rescind non-mandated policies 1-13 in Section 7A under Old Business. Mr. Vouros seconded.
Motion passes unanimously.

Item 8 – New Business

MOTION: Ms. Tomai moved that the Board of Education approve the Board of Education 2026 Schedule of Meetings. Mr. Ramsey seconded. Motion passes unanimously.

MOTION: Ms. Tomai moved that the Board of Education approve the 2026 Standing Committee membership. Mr. Vouros seconded.

Mrs. Plante spoke about the standing committees, which are in the Board bylaws. Dr. Gilson spoke about the DEI subcommittee and if the Board had any thoughts about what they were doing as the progress has been slow. The committee has been a good sounding board for parents and students but he didn't feel the committee was empowered to really do anything. We haven't been linked in to the equity leaders or the climate committees in the buildings. He attended a session at the CABE/CAPSS Convention which addressed DEI and he questioned if this was a role for a board of education. He spoke about things we were not empowered to do but is now mandated by the State. As opposed to a subcommittee we should use what is mandated to see what is going on and provide oversight and accountability as a subcommittee. We could ask for quarterly reports and see the surveys. There are still problems in the schools but we don't see that as a DEI committee as we are not privy to the work that's being done in the buildings.

Mr. Ramsey was impressed with the organizational structure of Mrs. Uberti's strategic goals and the Climate, Culture and Belonging Committee is a much better educational structure. He envisions the schools reporting to our subcommittee to let us know the progress they have made in the climate of a building. The issue of cell phones is a very significant issue in the emotional and intellectual and physical well-being of students which has been ignored between 2010 to 2015. He is in support of the subcommittee the way it is now.

Mrs. Linnetz noted that at the last DEAI subcommittee meeting we spoke about going forward and about the climate being part of the mandate for the subcommittee. The school climate policy is already implementing the points Mr. Ramsey mentioned. He is asking for more insight on what we are seeing in the surveys. We can further refine the mandate for that committee.

Mr. Vouros asked if there was someone in the district that Mrs. Uberti could assign the role of reporting what is going on to the committee.

Mrs. Uberti said for many years we have had as district climate committee and school climate committees and a district climate specialist and school climate specialists. We have gone above and beyond the law and are in non-compliance. We give an annual climate survey which goes to certified staff, non-certified staff, students, and families in the spring. The data is shared with each school and creates climate goals for their building which will fulfill the law. The district climate committees meet almost every month. The meeting has a standing agenda and minutes. The equity leaders have been incorporated into the Climate Committees. Students need to feel welcome which is what climate is. We have all of the data and can present that to the Board. A lot of the frustration is the other committees take action at their meetings but the DEAI Committee does not.

Mrs. Beylouni said she has attended the high school climate committee meetings and suggested doing something for students. They should rotate parents on the committee and not have the same person on it for four years.

Mrs. Plante spoke about the DEAI committee and feels we need to work with Mrs. Uberti to see when we would have presentations and receive the survey results. It's also important is to see if we achieved these goals. She doesn't think it requires a committee.

Mrs. Uberti feels that's a great suggestion making the committees more visible. The plans should create a circle ending with the data that relates to the goals. She would like a Board retreat to discuss what they see as important work for the next iteration of those goals.

Dr. Gilson wants to see what initiatives we propose to do in the schools and the accountability in reaching the goals and getting the work done. He would also like to see those presentations to the full board and not just to the committee.

Mrs. Linnetz asked if the proposal was to no longer have a Climate, Culture and Belonging Committee and if that was Dr. Gilson's proposal, to which he responded that it was. She said her only reservation to not having the committee is regarding the harmful language protocol that came out of discussions in that committee and comments from parents which was a huge achievement so she feels torn on not having the committee. She asked what we lose by not having the committee. She didn't come prepared to dissolve it.

Mrs. Uberti said that protocol came out of a meeting this summer with a family who brought evidence of concrete things that were occurring. A commitment was made between her and the family that she was going to do something and that protocol was the outcome of that meeting.

Dr. Gilson said it was frustrating to hear parent issues but there was no action he could take to remedy it. We can't have conversations in a subcommittee.

Mrs. Plante said we can vote on the committee as proposed and the committee can discuss what they would like to do and provide oversight to the Board.

Mr. Vouros asked Dr. Gilson how he would direct Mrs. Uberti to get the information he wanted and felt it might not be good to dissolve the committee yet.

Dr. Gilson asked who the district level school climate coordinator was.

Mrs. Uberti said Frank Purcaro is the coordinator as assistant superintendent. They co-chair the committee. The main goal for each school is the harmful language protocol to staff with training and developing lessons for students.

Mrs. Plante feels we should approve the committee as is and they can decide what they would like to do and bring it back to the Board.

Mrs. Uberti encouraged everyone to go back and look at the school plans to read through them as they aren't exactly the same.

Mrs. Plante would send the Board members the CAFE overview of the school climate legislation.

Motion passes unanimously.

Appointment to Region 12 Ag Advisory Committee:

MOTION: Ms. Tomai moved that the Board of Education approve the appointment of Diane Paproski to the Region 12 AG Advisory Committee. Mr. Vouros seconded.

Mrs. Uberti shared that all State agri-science schools are mandated to have a committee and, as a we are a sending town, the Board is required to nominate a person to serve on the advisory committee. Their superintendent, Don Schels, is a Newtown resident and Diane Paproski is with Castle Hill Farm.

Motion passes unanimously.

Item 9 – Public Participation – None

MOTION: John moved to adjourn. Dr. Gilson seconded. Motion passes unanimously.

Item 10 – Adjournment

The meeting adjourned at 8:51 p.m.

Respectfully submitted:

Donald Ramsey
Secretary

**NEWTOWN BOARD OF EDUCATION
2025-26 BUDGET SUMMARY REPORT
FOR THE MONTH ENDING NOVEMBER 30, 2025**

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2024 - 2025	2025- 2026 APPROVED BUDGET	YTD TRANSFERS 2025- 2026	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
GENERAL FUND BUDGET											
100	SALARIES	\$ 56,235,313	\$ 57,241,834	\$ -	\$ 57,241,834	\$ 18,901,816	\$ 36,783,610	\$ 1,556,408	\$ 1,376,577	\$ 179,831	99.69%
200	EMPLOYEE BENEFITS	\$ 13,615,332	\$ 15,955,591	\$ -	\$ 15,955,591	\$ 7,907,538	\$ 227,035	\$ 7,821,019	\$ 7,821,015	\$ 4	100.00%
300	PROFESSIONAL SERVICES	\$ 624,970	\$ 699,864	\$ -	\$ 699,864	\$ 310,031	\$ 190,508	\$ 199,325	\$ 334,965	\$ (135,640)	119.38%
400	PURCHASED PROPERTY SERV.	\$ 1,736,953	\$ 1,970,169	\$ -	\$ 1,970,169	\$ 773,366	\$ 398,925	\$ 797,878	\$ 804,275	\$ (6,397)	100.32%
500	OTHER PURCHASED SERVICES	\$ 11,110,494	\$ 11,687,061	\$ 2,939	\$ 11,690,000	\$ 4,520,493	\$ 6,594,292	\$ 575,214	\$ 444,255	\$ 130,959	98.88%
600	SUPPLIES	\$ 3,433,354	\$ 3,549,863	\$ (2,939)	\$ 3,546,924	\$ 1,315,846	\$ 127,132	\$ 2,103,946	\$ 2,109,609	\$ (5,663)	100.16%
700	PROPERTY	\$ 391,070	\$ 453,718	\$ -	\$ 453,718	\$ 166,720	\$ 4,836	\$ 282,162	\$ 282,162	\$ -	100.00%
800	MISCELLANEOUS	\$ 76,658	\$ 86,544	\$ -	\$ 86,544	\$ 62,067	\$ 2,327	\$ 22,150	\$ 22,150	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
TOTAL GENERAL FUND BUDGET		\$ 87,224,144	\$ 91,744,644	\$ (0)	\$ 91,744,644	\$ 33,957,877	\$ 44,328,666	\$ 13,458,102	\$ 13,195,007	\$ 263,095	99.71%
900	TRANSFER NON-LAPSING <i>(unaudited)</i>	<i>\$ 170,588</i>									
		<i>amount recommended for transfer into BoE's Non-Lapsing Fund</i>									
GRAND TOTAL		\$ 87,394,731	\$ 91,744,644	\$ (0)	\$ 91,744,644	\$ 33,957,877	\$ 44,328,666	\$ 13,458,102	\$ 13,195,007	\$ 263,095	99.71%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2024 - 2025	2025- 2026 APPROVED BUDGET	YTD TRANSFERS 2025- 2026	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
100	SALARIES										
	Administrative Salaries	\$ 4,482,797	\$ 4,334,307	\$ 22,712	\$ 4,357,019	\$ 1,807,025	\$ 2,595,367	\$ (45,374)	\$ 4,598	\$ (49,972)	101.15%
	Teachers & Specialists Salaries	\$ 35,826,938	\$ 36,487,451	\$ (22,712)	\$ 36,464,739	\$ 11,211,870	\$ 25,089,447	\$ 163,422	\$ 18,888	\$ 144,534	99.60%
	Early Retirement	\$ 13,000	\$ 76,000	\$ -	\$ 76,000	\$ 76,309	\$ -	\$ (309)	\$ -	\$ (309)	100.41%
	Continuing Ed./Summer School	\$ 136,964	\$ 133,394	\$ 1,679	\$ 135,073	\$ 90,396	\$ 33,264	\$ 11,413	\$ 11,413	\$ -	100.00%
	Homebound & Tutors Salaries	\$ 163,771	\$ 172,919	\$ 2,621	\$ 175,540	\$ 46,107	\$ 72,405	\$ 57,028	\$ 57,178	\$ (149)	100.09%
	Certified Substitutes	\$ 894,415	\$ 889,140	\$ -	\$ 889,140	\$ 305,988	\$ 394,875	\$ 188,277	\$ 251,690	\$ (63,413)	107.13%
	Coaching/Activities	\$ 712,091	\$ 730,180	\$ -	\$ 730,180	\$ 210,045	\$ 5	\$ 520,130	\$ 520,130	\$ -	100.00%
	Staff & Program Development	\$ 117,219	\$ 107,450	\$ -	\$ 107,450	\$ 13,475	\$ 85,134	\$ 8,841	\$ 8,841	\$ -	100.00%
	CERTIFIED SALARIES	\$ 42,347,194	\$ 42,930,841	\$ 4,300	\$ 42,935,141	\$ 13,761,216	\$ 28,270,497	\$ 903,428	\$ 872,737	\$ 30,691	99.93%
	Supervisors & Technology Salaries	\$ 1,009,850	\$ 988,625	\$ 15,133	\$ 1,003,758	\$ 382,800	\$ 499,977	\$ 120,981	\$ 68,261	\$ 52,720	94.75%
	Clerical & Secretarial Salaries	\$ 2,342,800	\$ 2,351,223	\$ -	\$ 2,351,223	\$ 887,740	\$ 1,459,853	\$ 3,630	\$ 850	\$ 2,780	99.88%
	Paraeducators	\$ 2,989,568	\$ 2,955,471	\$ -	\$ 2,955,471	\$ 1,027,508	\$ 1,999,032	\$ (71,069)	\$ (71,069)	\$ (0)	100.00%
	Nurses & Medical Advisors	\$ 971,552	\$ 1,045,915	\$ 810	\$ 1,046,725	\$ 319,399	\$ 674,772	\$ 52,554	\$ 14,366	\$ 38,188	96.35%
	Custodial & Maint. Salaries	\$ 3,478,357	\$ 3,525,661	\$ -	\$ 3,525,661	\$ 1,420,890	\$ 2,097,407	\$ 7,364	\$ -	\$ 7,364	99.79%
	Non-Certified Adj	\$ -	\$ 273,743	\$ (49,428)	\$ 224,315	\$ -	\$ -	\$ 224,315	\$ 224,315	\$ -	100.00%
	Career/Job Salaries	\$ 179,226	\$ 199,583	\$ 1,819	\$ 201,402	\$ 91,516	\$ 173,081	\$ (63,195)	\$ (53,331)	\$ (9,864)	104.90%
	Special Education Svcs Salaries	\$ 1,740,220	\$ 1,869,839	\$ 24,536	\$ 1,894,375	\$ 637,341	\$ 1,171,335	\$ 85,698	\$ 26,719	\$ 58,980	96.89%
	Security Salaries & Attendance	\$ 735,754	\$ 679,619	\$ 2,830	\$ 682,449	\$ 233,800	\$ 437,656	\$ 10,992	\$ 12,021	\$ (1,028)	100.15%
	Extra Work - Non-Cert.	\$ 120,562	\$ 140,314	\$ -	\$ 140,314	\$ 52,994	\$ -	\$ 87,320	\$ 87,320	\$ -	100.00%
	Custodial & Maint. Overtime	\$ 274,609	\$ 249,000	\$ -	\$ 249,000	\$ 84,227	\$ -	\$ 164,773	\$ 164,773	\$ -	100.00%
	Civic Activities/Park & Rec.	\$ 45,620	\$ 32,000	\$ -	\$ 32,000	\$ 2,384	\$ -	\$ 29,616	\$ 29,616	\$ -	100.00%
	NON-CERTIFIED SALARIES	\$ 13,888,119	\$ 14,310,993	\$ (4,300)	\$ 14,306,693	\$ 5,140,599	\$ 8,513,114	\$ 652,980	\$ 503,840	\$ 149,140	98.96%
	SUBTOTAL SALARIES	\$ 56,235,313	\$ 57,241,834	\$ -	\$ 57,241,834	\$ 18,901,816	\$ 36,783,610	\$ 1,556,408	\$ 1,376,577	\$ 179,831	99.69%
200	EMPLOYEE BENEFITS										
	Medical & Dental Expenses	\$ 10,305,046	\$ 12,725,821	\$ -	\$ 12,725,821	\$ 6,355,271	\$ -	\$ 6,370,550	\$ 6,370,550	\$ -	100.00%
	Life Insurance	\$ 97,889	\$ 90,000	\$ -	\$ 90,000	\$ 29,128	\$ -	\$ 60,872	\$ 60,872	\$ -	100.00%
	FICA & Medicare	\$ 1,748,488	\$ 1,710,554	\$ -	\$ 1,710,554	\$ 616,765	\$ -	\$ 1,093,789	\$ 1,093,789	\$ -	100.00%
	Pensions	\$ 993,552	\$ 959,110	\$ -	\$ 959,110	\$ 712,805	\$ 5,500	\$ 240,805	\$ 240,805	\$ -	100.00%
	Unemployment & Employee Assist.	\$ 64,851	\$ 81,600	\$ -	\$ 81,600	\$ (3,181)	\$ 29,783	\$ 54,998	\$ 54,998	\$ -	100.00%
	Workers Compensation	\$ 405,506	\$ 388,506	\$ -	\$ 388,506	\$ 196,751	\$ 191,752	\$ 4	\$ -	\$ 4	100.00%
	SUBTOTAL EMPLOYEE BENEFITS	\$ 13,615,332	\$ 15,955,591	\$ -	\$ 15,955,591	\$ 7,907,538	\$ 227,035	\$ 7,821,019	\$ 7,821,015	\$ 4	100.00%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2024 - 2025	2025- 2026 APPROVED BUDGET	YTD TRANSFERS 2025- 2026	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
300	PROFESSIONAL SERVICES										
	Professional Services	\$ 426,441	\$ 478,743	\$ -	\$ 478,743	\$ 247,760	\$ 131,239	\$ 99,744	\$ 235,384	\$ (135,640)	128.33%
	Professional Educational Serv.	\$ 198,529	\$ 221,121	\$ -	\$ 221,121	\$ 62,271	\$ 59,269	\$ 99,581	\$ 99,581	\$ -	100.00%
	SUBTOTAL PROFESSIONAL SERV.	\$ 624,970	\$ 699,864	\$ -	\$ 699,864	\$ 310,031	\$ 190,508	\$ 199,325	\$ 334,965	\$ (135,640)	119.38%
400	PURCHASED PROPERTY SERV.										
	Buildings & Grounds Contracted Svc.	\$ 634,247	\$ 664,800	\$ -	\$ 664,800	\$ 447,373	\$ 202,837	\$ 14,590	\$ 14,590	\$ -	100.00%
	Utility Services - Water & Sewer	\$ 104,087	\$ 114,940	\$ -	\$ 114,940	\$ 30,788	\$ -	\$ 84,152	\$ 84,152	\$ -	100.00%
	Building, Site & Emergency Repairs	\$ 507,210	\$ 495,000	\$ -	\$ 495,000	\$ 142,189	\$ 29,210	\$ 323,601	\$ 323,601	\$ -	100.00%
	Equipment Repairs	\$ 203,541	\$ 248,642	\$ -	\$ 248,642	\$ 72,844	\$ 4,630	\$ 171,169	\$ 177,565	\$ (6,397)	102.57%
	Rentals - Building & Equipment	\$ 287,868	\$ 301,787	\$ -	\$ 301,787	\$ 79,480	\$ 162,249	\$ 60,058	\$ 60,058	\$ -	100.00%
	Building & Site Improvements	\$ -	\$ 145,000	\$ -	\$ 145,000	\$ 691	\$ -	\$ 144,309	\$ 144,309	\$ -	
	SUBTOTAL PUR. PROPERTY SERV.	\$ 1,736,953	\$ 1,970,169	\$ -	\$ 1,970,169	\$ 773,366	\$ 398,925	\$ 797,878	\$ 804,275	\$ (6,397)	100.32%
500	OTHER PURCHASED SERVICES										
	Contracted Services	\$ 1,379,117	\$ 1,218,580	\$ 1,179	\$ 1,219,759	\$ 924,450	\$ 269,388	\$ 25,921	\$ 334,799	\$ (308,878)	125.32%
	Transportation Services	\$ 4,968,771	\$ 5,317,149	\$ -	\$ 5,317,149	\$ 1,593,452	\$ 2,711,582	\$ 1,012,116	\$ 1,162,116	\$ (150,000)	102.82%
	Insurance - Property & Liability	\$ 452,745	\$ 461,357	\$ -	\$ 461,357	\$ 232,765	\$ 194,354	\$ 34,238	\$ 22,022	\$ 12,215	97.35%
	Communications	\$ 220,429	\$ 220,320	\$ -	\$ 220,320	\$ 86,370	\$ 123,763	\$ 10,186	\$ 9,125	\$ 1,061	99.52%
	Printing Services	\$ 24,575	\$ 27,570	\$ -	\$ 27,570	\$ 3,517	\$ 1,060	\$ 22,993	\$ 22,993	\$ -	100.00%
	Tuition - Out of District	\$ 3,851,072	\$ 4,235,113	\$ -	\$ 4,235,113	\$ 1,589,348	\$ 3,254,856	\$ (609,092)	\$ (1,185,653)	\$ 576,561	86.39%
	Student Travel & Staff Mileage	\$ 213,785	\$ 206,972	\$ 1,760	\$ 208,732	\$ 90,590	\$ 39,289	\$ 78,853	\$ 78,853	\$ -	100.00%
	SUBTOTAL OTHER PURCHASED SVC	\$ 11,110,494	\$ 11,687,061	\$ 2,939	\$ 11,690,000	\$ 4,520,493	\$ 6,594,292	\$ 575,214	\$ 444,255	\$ 130,959	98.88%
600	SUPPLIES										
	Instructional & Library Supplies	\$ 871,340	\$ 889,058	\$ (2,939)	\$ 886,119	\$ 391,885	\$ 78,415	\$ 415,819	\$ 415,819	\$ -	100.00%
	Software, Medical & Office Supplies	\$ 253,148	\$ 223,475	\$ -	\$ 223,475	\$ 89,716	\$ 14,590	\$ 119,169	\$ 119,169	\$ -	100.00%
	Plant Supplies	\$ 340,100	\$ 343,000	\$ -	\$ 343,000	\$ 166,997	\$ 23,117	\$ 152,886	\$ 152,886	\$ -	100.00%
	Electric	\$ 1,272,054	\$ 1,292,646	\$ -	\$ 1,292,646	\$ 359,947	\$ -	\$ 932,699	\$ 932,699	\$ -	100.00%
	Propane & Natural Gas	\$ 347,578	\$ 372,000	\$ -	\$ 372,000	\$ 77,944	\$ -	\$ 294,056	\$ 294,056	\$ -	100.00%
	Heating Oil	\$ 41,133	\$ 74,045	\$ -	\$ 74,045	\$ 4,898	\$ -	\$ 69,147	\$ 69,147	\$ -	100.00%
	Fuel for Vehicles & Equip.	\$ 133,110	\$ 158,821	\$ -	\$ 158,821	\$ 70,615	\$ -	\$ 88,206	\$ 88,206	\$ -	100.00%
	Textbooks	\$ 174,891	\$ 196,818	\$ -	\$ 196,818	\$ 153,844	\$ 11,010	\$ 31,964	\$ 37,626	\$ (5,663)	102.88%
	SUBTOTAL SUPPLIES	\$ 3,433,354	\$ 3,549,863	\$ (2,939)	\$ 3,546,924	\$ 1,315,846	\$ 127,132	\$ 2,103,946	\$ 2,109,609	\$ (5,663)	100.16%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2024 - 2025	2025- 2026 APPROVED BUDGET	YTD TRANSFERS 2025- 2026	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
700	PROPERTY										
	Technology Equipment	\$ 319,910	\$ 402,799	\$ -	\$ 402,799	\$ 134,542	\$ 2,940	\$ 265,317	\$ 265,317	\$ -	100.00%
	Other Equipment	\$ 71,160	\$ 50,919	\$ -	\$ 50,919	\$ 32,178	\$ 1,896	\$ 16,845	\$ 16,845	\$ -	100.00%
	SUBTOTAL PROPERTY	\$ 391,070	\$ 453,718	\$ -	\$ 453,718	\$ 166,720	\$ 4,836	\$ 282,162	\$ 282,162	\$ -	100.00%
800	MISCELLANEOUS										
	Memberships	\$ 76,658	\$ 86,544	\$ -	\$ 86,544	\$ 62,067	\$ 2,327	\$ 22,150	\$ 22,150	\$ -	100.00%
	SUBTOTAL MISCELLANEOUS	\$ 76,658	\$ 86,544	\$ -	\$ 86,544	\$ 62,067	\$ 2,327	\$ 22,150	\$ 22,150	\$ -	100.00%
910	SPECIAL ED CONTINGENCY	\$ -	\$ 100,000	\$ -	\$ 100,000	\$ -	\$ -	\$ 100,000	\$ -	\$ 100,000	0.00%
	Adjustment - TBD	\$ (4,926)									
	TOTAL LOCAL BUDGET	\$ 87,219,218	\$ 91,744,644	\$ (0)	\$ 91,744,644	\$ 33,957,877	\$ 44,328,666	\$ 13,458,102	\$ 13,195,007	\$ 263,095	99.71%
900	Transfer to Non-Lapsing	\$ 170,588									
	GRAND TOTAL	\$ 87,389,805	\$ 91,744,644	\$ (0)	\$ 91,744,644	\$ 33,957,877	\$ 44,328,666	\$ 13,458,102	\$ 13,195,007	\$ 263,095	99.71%

OBJECT CODE	EXPENSE CATEGORY	EXPENDED 2024 - 2025	2025- 2026 APPROVED BUDGET	YTD TRANSFERS 2025- 2026	CURRENT BUDGET	YTD EXPENDITURE	ENCUMBER	BALANCE	ANTICIPATED OBLIGATIONS	PROJECTED BALANCE	% EXP
SPECIAL REVENUES											
	EXCESS COST GRANT REVENUE	EXPENDED 2024-2025	APPROVED BUDGET @ 68%	SUBMITTED Dec 1 @	STATE ESTIMATE Jan 1 @	STATE ESTIMATE March 1 @	ESTIMATED Total	VARIANCE to January	FEB DEPOSIT	MAY DEPOSIT	% TO BUDGET
51266	Special Education Svcs Salaries ECG	\$ (12,082)	\$ -				\$ -	\$ -			#DIV/0!
	Additional Services*	\$ (22,502)	\$ -				\$ -	\$ -			
forecast	Transportation Services - ECG	\$ (365,019)	\$ (382,891)	\$ (463,293)			\$ (463,293)				121.00%
54160	Tuition - Out of District ECG	\$ (1,295,828)	\$ (1,227,925)	\$ (1,460,973)			\$ (1,460,973)				118.98%
	Total	\$ (1,695,431)	\$ (1,610,816)	\$ (1,924,266)	\$ -	\$ -	\$ (1,924,266)	\$ -			119.46%
	Additional services								Total		
	Nursing (professional service)	\$ (15,990)		\$ (23,598)					*75% due in Feb/March		
	Para Salaries / BT Services	\$ (6,512)		\$ (10,000)							
	Transportation Grant for Magnet (included in transportation forecast)	\$ (13,000)	\$ (15,600)				\$ -	\$ -			#DIV/0!

	APPROVED BUDGET	ANTICIPATED	RECEIVED	BALANCE	% RECEIVED
BOARD OF EDUCATION FEES & CHARGES - SERVICES					
LOCAL TUITION	\$33,325	\$33,325		\$33,325	0.00%
HIGH SCHOOL FEES FOR PARKING PERMITS	\$30,000	\$30,000		\$30,000	0.00%
MISCELLANEOUS FEES	\$6,000	\$6,000		\$6,000	0.00%
TOTAL SCHOOL GENERATED FEES	\$69,325	\$69,325	\$0	\$69,325	0.00%

	Health Grant	E.C.G	E.C.S	Tuition	Misc.	Other
August				\$6,000.00		
September				\$3,150.00		
October				\$4,950.00		
November				\$1,350.00	\$1,293.52	\$2,117.00 Equipment Sales
December						
January						
February						
March						
April						
May						
June						
Total	\$0.00	\$0.00	\$0.00	\$15,450.00	\$1,293.52	\$2,117.00

2025 - 2026
NEWTOWN BOARD OF EDUCATION
TRANSFERS RECOMMENDED
NOVEMBER 30, 2025

AMOUNT	FROM		TO		REASON
	CODE	DESCRIPTION	CODE	DESCRIPTION	
ADMINISTRATIVE					
\$9,308	100	ADMINISTRATIVE SALARIES	100	ADMINISTRATIVE SALARIES	TO ADJUST TO ACTUAL ADMINISTRATIVE SALARIES
\$44,088	100	TEACHERS & SPECIALISTS SALARIES	100	TEACHERS & SPECIALISTS SALARIES	TO COVER SUBS AND EXTRA CLASSES TO COVER FOR TEACHERS OUT ON FMLA
\$2,060	100	NON-CERTIFIED ADJ	100	CUSTODIAL & MAINT. SALARIES	TO TRANSFER SALARY ADJUSTMENT FOR COURIER
PRINCIPALS REQUEST					
\$650	500	CONTRACTED SERVICES	600	INSTRUCTIONAL & LIBRARY SUPPLIES	TO ADJUST REED SCHOOL'S MUSIC BUDGET TO PROVIDE NEEDED SUPPLIES
\$56,106	TOTAL TRASNFER REQUEST				

**2025 - 2026
 NEWTOWN BOARD OF EDUCATION
 DETAIL OF TRANSFERS RECOMMENDED
 NOVEMBER 30, 2025**

FROM					TO				
OBJECT CODE	AMOUNT	DESCRIPTION	ACCOUNT CODE	OBJECT CODE	AMOUNT	DESCRIPTION	ACCOUNT CODE		
ADMINISTRATIVE									
100	\$9,308	ADMINISTRATIVE SALARIES		100	\$9,308	ADMINISTRATIVE SALARIES			
		\$9,308 001450010000-51112	RIS. - ADMIN.			\$132 001820820000-51111	DISTRICT - SUPERINTENDENT	ADMINISTRATORS - CO	
			ADMINISTRATORS - SCHOOLS			\$9,176 001100010000-51112	HAW. - ADMIN.	ADMINISTRATORS - SCHLS	
100	\$44,088	TEACHERS & SPECIALISTS SALARIES		100	\$44,088	TEACHERS & SPECIALISTS SALARIES			
		\$19,284 001100380000-51121	HAW. - CLASSROOM			\$2,569 001400380000-51121	HOM. - CLASSROOM	TEACHERS	
		\$3,375 001200260000-51121	S.H. - READING			\$4,211 001600040000-51121	H.S. - BUSINESS ED	TEACHERS	
		\$703 001300380000-51121	M.G. - CLASSROOM			\$5,479 001600120000-51121	H.S. - WORLD LANG	TEACHERS	
		\$1,594 001600100000-51121	H.S. - ENGLISH			\$2,537 001600140000-51121	H.S. - HEALTH ED	TEACHERS	
		\$110 001600300000-51121	H.S. - SOC STUDIES			\$7,615 001600240000-51121	H.S. - P.E.	TEACHERS	
		\$19,022 001760530000-51131	PUPIL SERV - SOC WORKERS			\$6,973 001600280000-51121	H.S. - SCIENCE	TEACHERS	
						\$101 001600400000-51131	H.S. - GUIDANCE	SPECIALISTS	
						\$5,387 001750610000-51120	SP ED - PREK-8 SP ED	TEACHERS - PRESCH	
						\$7,136 001750610000-51123	SP ED - PREK-8 SP ED	TEACHERS - M.G.	
						\$2,080 001750610000-51126	SP ED - PREK-8 SP ED	TEACHERS - M.S.	
100	\$2,060	NON-CERTIFIED ADJ		100	\$2,060	CUSTODIAL & MAINT. SALARIES			
		\$2,060 001840880000-51271	DISTRICT - OTHER SERV			\$2,060 001900940000-51259	B&G - MAINTENANCE	COURIER SALARY	
PRINCIPALS' REQUESTED TRANSFER									
500	\$650	CONTRACTED SERVICES		600	\$650	INSTRUCTIONAL & LIBRARY SUPPLIES			
		\$650 001450220000-54000	RIS. - MUSIC			\$650 001450220000-55100	RIS. - MUSIC	INSTRUCTIONAL SUPPLIES	
	\$56,106	TOTAL TRANSFER REQUEST			\$56,106	TOTAL TRANSFER REQUEST			

NEWTOWN
MUNICIPAL CENTER
3 PRIMROSE STREET



GLENYS R. SALAS
FINANCE DIRECTOR

NEWTOWN,
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TOWN OF NEWTOWN

OFFICE OF THE FINANCE DIRECTOR

Medical Self Insurance Fund Strategic Plan

Revised 12/8/2025

By the Employee Medical Benefits Board

Revised [Click or tap to enter a date.](#)

By the Board of Selectmen

Revised [Click or tap to enter a date.](#)

By the Board of Education

Revised [Click or tap to enter a date.](#)

By the Board of Finance

Revised [Click or tap to enter a date.](#)

By the Legislative Council

Situational Analysis

The Medical Self Insurance Fund is facing two severe concurrent challenges: a fund balance deficit and rapidly rising medical care costs.

1. Fund Deficits

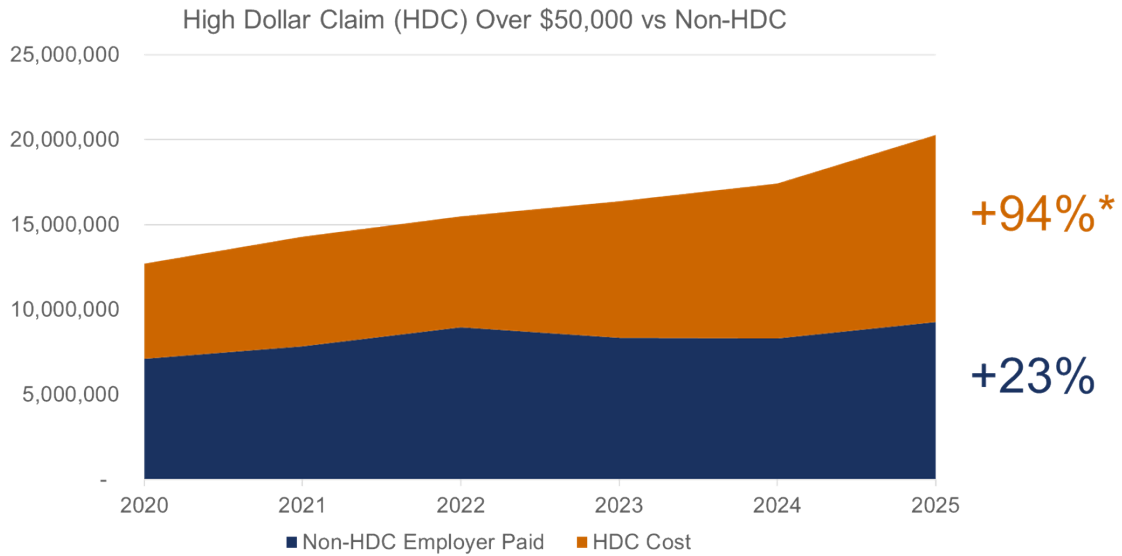
The Medical Self Insurance Fund ended FY2024 with an audited fund balance deficit of \$1,154,378. This deficit widened in FY2025 with anticipated fund balance deficit of \$3,537,071. The reason for the deficit is that costs have exceeded revenues for the last 7 years.

Historical Analysis of Medical Self-Insurance Fund								
	FY2025 Projected	FY2024	FY2023	FY2022	FY2021	FY2020	FY2019	FY2018
OPERATING REVENUES								
Intergovernmental	\$ -	\$ -	\$ -	\$ 325,000	\$ -	\$ -	\$ -	\$ -
Charges for services	18,420,913	16,888,073	15,645,944	15,125,363	14,726,066	14,075,314	13,345,178	14,637,911
Total operating revenues	18,420,913	16,888,073	15,645,944	15,450,363	14,726,066	14,075,314	13,345,178	14,637,911
YOY % Change	9.08%	7.94%	1.27%	4.92%	4.62%	5.47%	-8.83%	
OPERATING EXPENSES								
Premiums and claims*	18,241,952	17,215,790	15,848,918	14,904,702	14,007,121	12,915,548	12,690,957	12,007,513
Administrative and other	3,073,870	2,397,329	2,114,983	1,463,803	1,479,315	1,400,842	1,273,336	1,222,618
Total operating expenses	21,315,822	19,613,119	17,963,901	16,368,505	15,486,436	14,316,390	13,964,293	13,230,131
YOY % Change	8.68%	9.18%	9.75%	5.70%	8.17%	2.52%	5.55%	
Operating loss	(2,894,909)	(2,725,046)	\$(2,317,957)	(918,142)	(760,370)	(241,076)	(619,115)	1,407,780
NON-OPERATING INCOME (EXPENSE)								
Interest income	130,186.47	144,935	62,997	(40,191)	35,663	119,416	201,463	27,006
Loss before transfers	(2,764,723)	(2,580,111)	(2,254,960)	(958,333)	(724,707)	(121,660)	(417,652)	1,434,786
TRANSFERS IN:								
Change in net position	(2,382,694)	(2,517,349)	(1,995,470)	(958,333)	(724,707)	(121,660)	(417,652)	1,434,786
Net position - beginning	(1,154,378)	1,362,971	3,358,441	4,316,774	5,041,481	5,163,141	5,580,793	4,146,007
Net position - ending	\$ (3,537,072)	\$ (1,154,378)	\$ 1,362,971	\$ 3,358,441	\$ 4,316,774	\$ 5,041,481	\$ 5,163,141	\$ 5,580,793

2. Rapidly Rising Costs

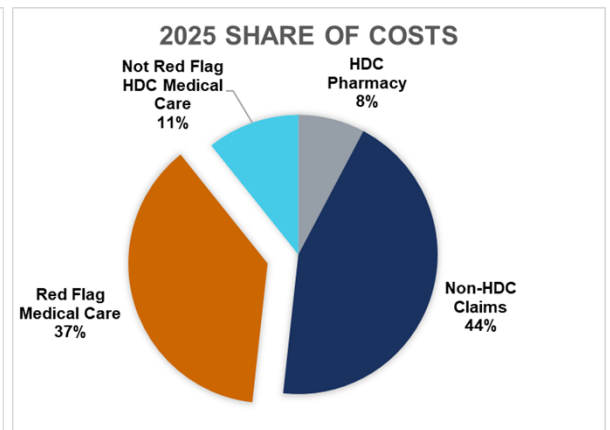
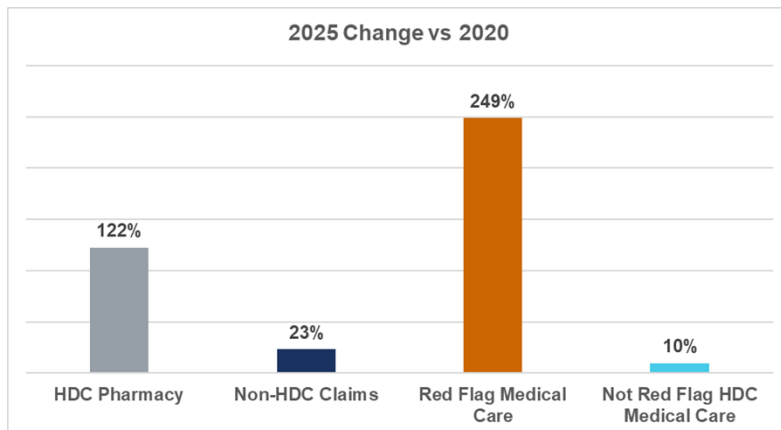
Medical costs have significantly outpaced inflation in 4 out of six years. Cumulatively, health costs are up 48% versus inflation which is up 25%. A detailed analysis has identified the key drivers of these rising costs:

- High-Dollar Claims (HDC): Claims over \$50,000 have increased by 94%.



*Stop Loss Premium added to HDC Employer Paid Claims for budgetary smoothing

- HDC Pharmaceutical: HDC pharmaceutical claims (over \$50,000) are up 122% over 5 years
- Red Flag Condition Medical Claims: HDC medical care claims (non-pharmaceutical and over \$50,000) for four specific condition categories are up 249% over 5 years: Cancer, Premature births, Musculoskeletal System, Behavioral Health. These conditions have been labeled “Red Flag Conditions” for reference
- Concentrated Costs: A very small portion of the population—just 1.6%—is driving 40% of the overall health costs.
- Claims under \$50,000 or non-HDC claims are up only 23% but the per member cost is up 46% over 5 years. Non-HDC claims represent the largest share of medical costs at 44%.



Medical Self Insurance Fund Strategic Plan

Objective: To return the Medical Self-Insurance Fund to its target fund balance by the end of FY2032 and to flatten the curve on rising medical costs that have outpaced inflation.

1. Financial Stabilization and Fund Balance Restoration

- **Transfer of Surpluses:** Identify and transfer any available surpluses from the General Fund to the Medical Self-Insurance Fund. Prioritize this to stabilize the fund and cover immediate shortfalls.
- **Float the Fund Through FY2025:** Use General Fund cash to float expenses through FY2025, using the due to/due from account to track balances owed the General Fund. This will allow a firm determination of the actual deficit by the end of the fiscal year.
- **Premium Adjustment for FY2026:** Set premiums for FY2026 at a level that covers professionally estimated costs plus an additional 5%. This margin will help prevent further deficits and contribute to rebuilding the fund balance.
- **Fund Balance Target:** Set the fund balance target to 20% of annual expenses. This target will provide a cushion against future deficits and ensure long-term sustainability.
- **Fund Balance Repayment Plan:** Starting with the FY2027 budget cycle, follow a structured 6-year repayment plan to eliminate the deficit and rebuild the fund balance to the established target.

2. Cost Containment and Curve Flattening

- **Request for Proposals (RFP) for Plan Administrator:** Issue an RFP for a new plan administrator to ensure competitive pricing and services. Evaluate proposals based on their ability to manage costs effectively and deliver high-quality care.
- **RFP for Stop-Loss Insurance:** Similarly, issue an RFP for stop-loss insurance to secure the most cost-effective coverage that protects the fund against large claims.
- **Quasi-Governmental Agency Cost Share Contribution:** Mandate that all quasi-governmental agencies contribute 100% of the employer cost share. This will ensure consistent funding across all participating entities and streamline reporting.
- **Streamline Health Plans:** Streamline health care plans to a single HSA High Deductible Health Plan (HDHP) for all members. This shift will encourage employees to manage their healthcare spending more effectively and reduce overall costs.
- **Managed Care Plan Implementation:** Work with the selected plan administrator to establish a managed care plan that emphasizes cost-effective treatment options and best value care for employees.
- **Detail Audits of Top 10 claims per year:** Work with our medical insurance consultant to get additional review of the top 10 Red Flag condition claims so we have insight into what is driving costs.
- **Increase and expand incentives to complete annual wellness visits:** Offer yearly financial incentives to adult members that complete at least one annual wellness visit (preventative + diagnostic, if necessary) in the form of an HSA contribution.
- **Expand employer sponsored health clinics:** Build on the existing health screenings and vaccine clinics offered by the Newtown Health District to offer additional care on-site during work hours.

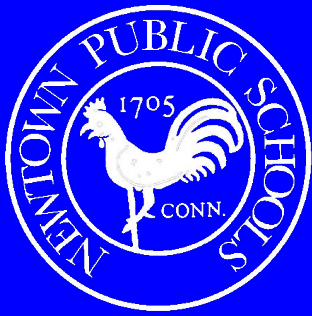
- **Better marketing of current EAP programs:** Leverage printed materials, the Employee Wellness Newsletter, and other resources to expand awareness of and access to the Town and Board of Education Employee Assistance Programs.
- **Cancer Management** – Discuss best practices with Anthem and review how our plan design stacks up.

3. Monitoring and Communication

- **Regular Monitoring:** Conduct quarterly reviews of the fund's financial performance.
- **Stakeholder Communication:** Maintain transparent communication with all stakeholders, including elected Boards, unions, managers, employees, and quasi-governmental agencies, regarding the changes and their impact on the fund's health.

Conclusion

This strategic plan outlines a comprehensive approach to stabilize the Medical Self-Insurance Fund, return it to a positive balance, and manage rising medical costs. By focusing on both immediate financial stabilization and long-term cost containment, the fund will be positioned for sustainable health and continued support for employees' medical needs.



**“Together, Igniting Potential,
Inspiring Achievement”**

2024-25 Next Generation Accountability Report

Presentation to the Newtown Board of Education

Frank Purcaro, Assistant Superintendent

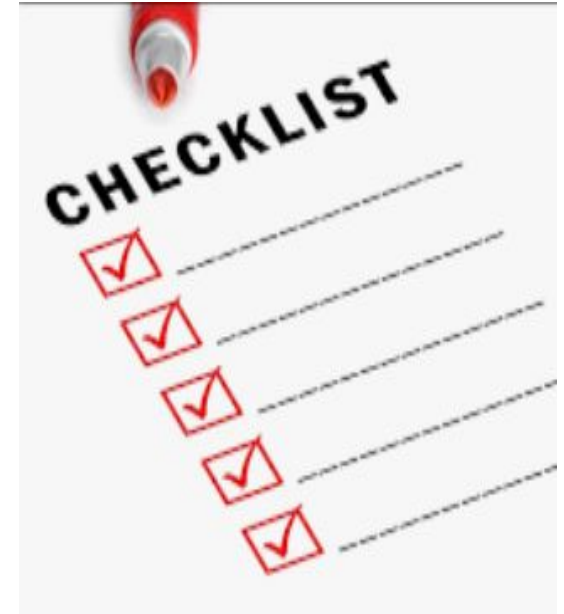
December 16, 2025



“Together, Igniting Potential, Inspiring Achievement”

Agenda

- **NextGen Overview**
- **Newtown PS Results**
- **Indicators: A Closer Look**
- **District Comparisons**
- **School Achievement and Growth Recognitions**
- **Next Steps/Connections to Strategic Goals**
- **Questions/Additional Resources**



NextGen Accountability Overview

- A more holistic way to measure district performance without relying solely on state assessments results.
- Provides a more complete picture of a school district.
- Guards against narrowing the curriculum just to tested subject areas.
- Expands ownership of accountability across schools and subject areas.
- Specific consideration to academic growth and the performance student subgroups.



EdSight

Connecticut's official source for education data

The 12 Indicators Measured (23 total with subsets)

1. Academic Achievement
(6 subsets)
2. Academic Growth
(6 subsets)
3. Participation Rate
4. Chronic Absenteeism
(2 subsets)
5. College and Career Readiness (Courses)
6. College and Career Readiness (Exams)

7. On Track to High School Graduation
8. Four Year Graduation Rate
9. Six Year Graduation Rate
10. Post Secondary Entrance
11. Physical Fitness
12. Participation in the Arts

- **High Needs Subgroup** - includes Special Education, ESL, and economically disadvantaged.



Newtown School District	Percentage of Points Earned		Trend
Indicator	2023-24	2024-25	
1a. ELA Performance Index - All Students	97.0	100.0	↑
1b. ELA Performance Index - High Needs Students	78.7	82.1	↑
1c. Math Performance Index - All Students	97.5	98.8	↑
1d. Math Performance Index - High Needs Students	79.0	80.6	↑
1e. Science Performance Index - All Students	92.9	93.5	↑
1f. Science Performance Index - High Needs Students	77.2	75.8	↓
2a. ELA Academic Growth - All Students	56.6	67.0	↑
2b. ELA Academic Growth - High Needs Students	49.3	59.7	↑
2c. Math Academic Growth - All Students	71.3	71.9	↑
2d. Math Academic Growth - High Needs Students	63.0	63.7	↑
2e. Progress Toward English Proficiency - Literacy	67.2	52.4	↓
2f. Progress Toward English Proficiency - Oral	64.1	69.0	↑
4a. Chronic Absenteeism - All Students	88.9	85.8	↓
4b. Chronic Absenteeism - High Needs Students	63.6	55.2	↓
5. Preparation for CCR - Percent Taking Courses	100.0	100.0	↔
6. Preparation for CCR - Percent Passing Exams	74.7	78.5	↑
7. On-track to High School Graduation	100.0	100.0	↔
8. 4-year Graduation: All Students (2024 Cohort)	100.0	100.0	↔
9. 6-year Graduation: High Needs Students (2022 Cohort)	96.0	97.7	↑
10. Postsecondary Entrance (Graduating Class 2024)	100.0	100.0	↔
11. Physical Fitness (estimated participation rate = 100.0%)	68.8	80.0	↑
12. Arts Access	52.0	47.4	↓
Accountability Index	78.4	80.0	

Indicator #3 - Participation Rate

Goal = 95% Participation for both All Students and High Needs Students

Assessment Participation Rates

Indicator	Participation Rate (%)
ELA - All Students	98.5
ELA - High Needs Students	96.5
Math - All Students	98.6
Math - High Needs Students	96.6
Science - All Students	97.9
Science - High Needs Students	97.1

Minimum participation standard is 95%.

Newtown Public School Performance Summary

Key Insights:



- **Performance:** is up or stayed the same in 18 of 23 Indicators.
- **Participation Rate:** 95% or better participation rates achieved on all assessments for both non-high needs and high needs students.
- **Maximum points:** earned in 5 indicators.
- **Overall Index Rating:** Improved to **80.0** (up from 78.4), above state average of 71.8.
- **ELA & Math Performance:** Both remain strong for all students (**ELA: 100.0**, **Math: 98.8**).
- **High Needs Performance:** Gains in ELA (**82.1**) and Math (**80.6**).
- **Academic Growth:** ELA growth jumped significantly (**67.0** vs **56.6** prior year); Math growth stable.

Newtown Public Schools' Performance Summary











Areas of Focus:

- **Continued growth and achievement in all categories.**
- **Chronic Absenteeism:** Slight decrease for all students (**85.8**, down from 88.9) and a greater decline for high needs (**55.2**, down from 63.6).
- **Arts Access:** Only **47.4** % of points awarded
- **English Proficiency Literacy:** Growth on the speaking on listen portions of the language proficiency assessments, decline in performance on the reading and writing portion.












A Closer Look....Indicator #1: Academic Achievement

(Includes SBA, NGSS, SAT)

Indicators	Percentage of Points Earned		Trend
	2023-24	2024-25	  
1a ELA Performance Index (All Students)	97.0	100.0	 
1b - ELA Performance Index (High Needs)	78.7	82.1	
1c Math Performance Index (All Students)	97.5	98.8	
1d - Math Performance Index (High Needs)	79.0	80.6	
1e - Science Performance Index (All Students)	92.9	93.5	
1f - Science Performance Index (High Needs)	77.2	75.8	

A Closer Look....Indicator #2: **Academic Growth**




(Includes SBA, SAT, LAS Links)

Indicators	Percentage of Points Earned		Trend
	2023-24	2024-25	  
2a - ELA Academic Growth (All Students)	56.6	67.0	
2b - ELA Academic Growth (High Needs)	49.3	59.7	
2c - Math Academic Growth (All Students)	71.3	71.9	
2d - Math Academic Growth (High Needs)	63.0	63.7	
2e - Progress Toward English Proficiency - Literacy	67.2	52.4	
2f - Progress Toward English Proficiency - Oral	64.1	69.0	

Indicator #4: Absenteeism

- % of students chronically absent, all students and high needs.
- Goal is to be at or below 5%.
- The lower the % chronically absent, the greater the points earned.

*50 Available points




Indicators	Percentage of Points Earned		Trend
	2023-24	2024-25	
4a - Chronic Absenteeism - All Students	88.9	85.8	
4b - Chronic Absenteeism - High Needs	63.6	55.2	

A student is defined as being chronically absent 10% or more of the total days enrolled for any reason. Examples - 18 days absent or more for a traditional 180 day school year

Indicators #5 & #6: College and Career Indicators

- Points awarded for the percentage of students in grades 11 & 12 taking at least one college level course - AP or dual credit (5)
- Points awarded for earning 3 or more college credits (6).

*50 Available Points.

Indicators	Percentage of Points Earned		Trend
	2023-24	2024-25	
5 - Preparation for CCR - Percent Taking Course	100.0	100.0	
6 - Preparation for CCR - Percent Passing Exams	74.7	78.5	

Indicators #7- #10: Graduate/ Postgraduate Measures -

(Includes % of 9th graders earning 6 or more credits, % of 9th graders graduating in 4 years, % of high needs students graduating in 6 years, % of students entering 2 and 4 year colleges after graduation.)

Indicators	Percentage of Points Earned		Trend
	2023-24	2024-25	↑ ↓ ☆
7 - On-Track to High School Graduation	100.0	100.0	↔ ☆
8 - Four Year Graduation - All Students (2021 Cohort)	100.0	100.0	↔ ☆
9 - Six Year Graduation - High Needs (2019 Cohort)	96.0	97.7	↑
10 - Post Secondary Entrance (2021 Graduating Class)	100.0	100.0	↔ ☆

*Indicators 7 has 50 available points.

**Indicator 8, 9, and 10 have 100 available points.



Indicators #11 & #12: The Arts and Physical Fitness Points awarded for the % of students meeting the benchmark for all four areas of the CT Physical Fitness Exam and for the % of students in grades 9-12 taking at least 1 arts course in the year.

Indicators	Percentage of Points Earned		Trend
	2023-24	2024-25	↑ ↓ ☆
11 - Physical Fitness	68.8	80.0	↑
12 - Arts Access	52.0	47.4	↓

*Indicators 11 and 12 have 50 available points.



Surrounding Towns Comparison

District	Overall Index Rate
Brookfield School District	81.9
Bethel School District	80.8
Newtown School District	*80
Monroe School District	79.6
Regional School District 15	79.2
Oxford School District	78.8
Redding School District	77.8
Easton School District	76.8

*1160 of 1450 points earned.

School Achievement and Growth Recognitions



School	Accountability Index	Category	Recognition
HOM	88.3	1	High Performance and High Growth
MGS	81.3	3	
HAW	81.2	2	High Growth
SHS	81.1	2	High Growth
RIS	79.4	2	
NHS	78.3	3	
NMS	73.7	2	

Connections to Strategic Goals

- All schools have a goal and corresponding action steps to increase student growth and performance - Goal #1, Strategy #2.
- **RIS, NMS, and NHS have goals and action steps to address chronic absenteeism.**
- Special Education staff has goals and action steps related to address chronic absenteeism as it relates to high needs students.
- **NHS - Goals and action steps to increase access to arts courses.**
- NHS and NMS have goals and action steps directly related to increase performance on the CT Physical Fitness Exam - specifically the Aerobic portion.



Action Steps

- Monitor progress being made toward the achievement of building-based strategic goals - provide assistance and support as needed.
- **Continued analysis of assessment data at both the district and building levels - commit to actions to address areas in need of improvement.**
- Include special education staff in data discussions and subsequent professional learning opportunities.
- **Embedded professional learning opportunities throughout the district to increase rigor and engagement** in ELA, math, and science course in grades 6-12.
- Additional staff targeted to specific needs:
 - Dean of Students at NHS
 - ESL teacher added to service students in K-4 schools.





Questions & Resources

Link: [Next Generation Accountability Dashboard](#)