

Somers Board of Education Regular Meeting

Monday, April 27, 2026 7:00 PM

Somers Board of Education Chambers, 1 Vision Boulevard, Somers, CT 06071

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **APPROVAL OF MINUTES**
 1. Approval of the March 23, 2026 Meeting Minutes 3
The Board to review and approve the minutes from the March 23, 2026 Board meeting.
 2. Approval of the April 2, 2026 Special Meeting Minutes 8
The Board to review and approve the minutes from the April 2, 2026 special meeting.
4. **ADMINISTRATIVE REPORTS**
 1. Superintendent Update
 2. SHS Student Representatives
SHS student representatives will update the Board on recent events.
 3. Monthly Budget Report 11
Stephanie Levin, Director of Business Services, will update the Board on the monthly budget report.
5. **OPPORTUNITY TO ADD/DELETE AGENDA ITEMS**
6. **CONSENT AGENDA**
 1. Warrant of April 13, 2026 12
The Board to review and consent to the warrant of April 13, 2026.
 2. Warrant of April 27, 2026 17
The Board to review and consent to the warrant of April 27, 2026.
 3. Resignation
Stacie Deveau, SHS Special Education Teacher, will be resigning effective at the end of the school year after four years of service with SPS.
 4. Leave of Absence
Charles Lewis, 6th Grade Science Teacher, is requesting a leave of absence through June 26, 2026.
7. **OLD BUSINESS**
8. **NEW BUSINESS**
 1. 1st Posting DBS Code 0521 - Nondiscrimination 21
 2. 1st Posting DBS Code 4118.5 - Equipment / Staff Telecommunications Acceptable 25
Use Policy
 3. 1st Posting DBS Code 4152.6 - Personal Leaves 28
 4. 1st Posting DBS Code 5113.13 - Students / Work-Study Student Employment/Work-Release 32
 5. 1st Posting DBS Code 6141.32 - Curriculum: Computer Usage 34
 6. 1st Posting DBS Code 9110 - Number of Members and Terms of Office 36
 7. 1st Posting DBS Code 9120.2 - Officers / Term and Vacancy 37
 8. 1st Posting DBS Code 9230 - Orientation of Board Members 38
9. **COMMITTEE REPORTS**
 1. Curriculum
 2. Policy (next meeting 5/11/26, 6 p.m.)
The following policies were reviewed and unchanged by the Policy Committee on 3/23/26:
DBS Code 9010 - Limits of Authority
DBS Code 9110 - Number of Members and Term of Office Post
DBS Code 9133 - Temporary Committees
DBS Code 9312 - Formulation, Adoption, Amendment of Bylaws

DBS Code 9313 - Formulation, Adoption, Amendment of Administrative Regs

DBS Code 9314 - Suspension of Policies, Bylaws and Regulations

DBS Code 9321.3 - Special Meetings

3. Planning/Finance
4. Salary & Negotiations
5. Building
10. **CIP/CREC/SEF**
11. **ADVANCE CALENDAR**
12. **AUDIENCE TO CITIZENS/STAFF/STUDENTS**
13. **ADJOURNMENT**

Somers Board of Education Regular Meeting
Somers Board of Education Chambers
Monday, March 23, 2026
7:00 PM

(The recorded livestream may be viewed on SPS' YouTube channel on the school website)

Present BOE Members: Mike Briggs, Dr. Ed DePeau, JT Galloway, Dr. Sharon Goulet, Anne Kirkpatrick, Shane Manning, Gina Olearczyk, Kim Radziewicz, Derek Zelek

Others: Dr. Sam Galloway, Stephanie Levin, Dr. Jaime Rechenberg

1. CALL TO ORDER

The regular Board of Education meeting was called to order by Chair Briggs at 7:00 p.m. in the Board of Education Chambers.

2. PLEDGE OF ALLEGIANCE

3. BOE APPRECIATION

Rationale: Dr. Galloway will present gifts to the Board members in recognition of Board of Education Appreciation Month.

Discussion: Superintendent Galloway acknowledged Board Appreciation Week and thanked the members of the Somers Board of Education for the significant work they perform throughout the year, much of which is unseen by the public. He noted that Board members are also parents and professionals with other responsibilities, yet they volunteer their time to review and distribute information affecting the district, provide feedback, attend committee meetings, and participate in regular Board meetings. Superintendent Galloway stated that he feels incredibly supported by the Board and that this support yields meaningful benefits for students and families. Board members were presented with vests featuring the Somers Public Schools logo.

Chair Briggs expressed appreciation for the recognition and thanked his fellow Board members for the many hours of unpaid work they contribute behind the scenes. He noted that this work is driven by the shared mission of providing the best possible educational experience for Somers students and families, and he stated that the Board remains committed to that goal. Chair Briggs also thanked the teachers, administrators, custodians, IT staff, and Superintendent for their work on behalf of the district. These individuals are the engine that keeps the district moving forward and while the Board helps provide direction, the schools could not function without the daily efforts of the staff.

Board Member Anne Kirkpatrick thanked Mr. Briggs for his leadership.

4. APPROVAL OF MINUTES

4.1. Approval of the March 9, 2026 Special Meeting Minutes

Rationale: The Board to review and approve the minutes from the March 9, 2026 Special Board meeting.

Motion to approve minutes from March 9, 2026 Special Meeting. This motion, made by Kim Radziewicz and seconded by JT Galloway, Carried. **Yea: 9, Nay: 0**

4.2. Approval of the March 9, 2026 Regular Meeting Minutes

Rationale: The Board to review and approve the minutes from the March 9, 2026 Regular Board meeting.

Motion to approve minutes from March 9, 2026 Regular Meeting. This motion, made by Gina Olearczyk and seconded by Ed DePeau, Carried. **Yea: 9, Nay: 0**

5. ADMINISTRATIVE REPORTS

5.1. Superintendent Update

Superintendent Galloway will attend the Board of Finance meeting regarding the budget on 3/24/26.

Congratulations to the eight SES students who advanced to the Connecticut Invention Convention State Finals on 5/2/26.

Career Day at MBA will take place on 5/1/26. The planning committee is still looking for a veterinarian, an individual with a career in coding or cybersecurity, and an athletic trainer.

SHS Junior Parent Night will take place on 3/24/26 at 6:30 p.m. in the Media Center.

5.2. SHS Student Representatives

Rationale: SHS students will update the Board on recent events.

Discussion: Juniors Carolyn Castonguay and Jonathan Breton, and Senior Daniella Percoski presented recent and upcoming events at SHS.

A production of The Music Man took place on 3/6/26 and 3/7/26. Students described the performance as "phenomenal" and noted the time and effort put forth by the cast. Forty-seven students attended the ECE United States History Washington D.C. Field Trip from 3/12/26-3/14/26. The SAT Academy is being held bi-weekly with the goal of improving SAT scores. The Work Based Learning Panel took place on 3/19/26. Student and counselor conferences are ongoing, offering students an opportunity to discuss their plans for next year with counselors. Photos from the Washington D.C. trip and The Music Man production were shared.

The Tri-Town Pink Out Hockey Game took place on 2/28/26. The girls and boys basketball teams celebrated their Seniors Nights. Will Accorsi and Harry Accorsi each accumulated 100 wins in wrestling. Will Accorsi was also crowned the Class S champion and made All-State. Andrew Czerwinski scored 1,000 points in basketball and made All-Conference. Will Accorsi and Ben Medrek qualified for All-State Soccer. Ben Medrek also qualified as an All-New England participant. Addy Tabb qualified for All-Conference Basketball. Spring sports commenced on 3/21/26.

Upcoming events at SHS include an AP Art Trip to NYC on 3/27/26. The SAT Academy will take place on 3/28/26. The BC2N NYC Summit field trip is upcoming. The SAT will be administered on 3/31/26. The Trade Fair will take place on 4/2/26. The Spain Field Trip will take place from 4/2/26-4/11/26. The UConn Chemistry Field Trip will take place on 4/30/26.

The Blood Drive will take place on 5/1/26. AP and ECE contracts for next school year will be distributed during the week of 5/1/26. Senior Awards will be held on 5/27/26, and Prom is scheduled for 5/28/26 at The Riverview.

The senior outing will take place on 6/1/26 at Brownstone. The outing will be provided at no cost to students through funds that were raised. Underclassman Awards will be held on 6/3/26.

Senior exams are scheduled for 6/3/26, 6/4/26, 6/5/26, and 6/8/26, with makeup exams on 6/9/26. Graduation will take place on 6/10/26. Underclassmen exams are scheduled for 6/11/26, 6/12/26, 6/15/26, and 6/16/26, with makeup exams on 6/17/26.

6. OPPORTUNITY TO ADD/DELETE AGENDA ITEMS

7. CONSENT AGENDA

Motion to approve the consent agenda. This motion, made by JT Galloway and seconded by Anne Kirkpatrick, Carried. **Yea: 9, Nay: 0**

7.1. Warrant of March 23, 2026

Rationale: The Board to review and consent to the warrant of March 23, 2026.

7.2. Retirements

Rationale:

- Michael McDonnell, SES Assistant Principal, will be retiring at the end of the school year after 23 years of service with SPS.
- Kim LaBroad, SES Paraeducator, will be retiring effective June 17, 2026, after 11.5 years of service with SPS.

7.3. Resignations

Rationale:

- Kathryn Krauss, SES Special Education Teacher, will be resigning effective June 30, 2026, after six years of service with SPS.
- Lori Caron, HR Specialist, will be resigning effective 4/3/26, after eight years of service with SPS.

8. OLD BUSINESS

9. NEW BUSINESS

9.1. 1st Posting to Modification of Existing SHS Course - Explorations in Algebra I

Rationale: Questions may be directed to the Curriculum Committee.

Discussion: The Board discussed proposed changes to Explorations in Algebra 1 at a recent subcommittee meeting. Board Member Ed DePeau explained that the course is currently taught over two years; however, this structure, has not produced the strongest outcome for students. The proposed modification would change the course from a two-year sequence to a one-year course. This change would allow students to complete more math coursework in high school, cover more content, better prepare for the SAT, improve overall school performance, and create greater opportunities for students to enroll in higher-level math courses. He also noted that the revised curriculum is aligned with the Connecticut model curriculum. The proposed change will not affect students who take Algebra I in eighth grade.

Dr. Jaime Rechenberg explained that the revised course is based on a prioritized set of Algebra I standards designed to best prepare students for Algebra II. The district plans to remove supplementary standards and focus instruction on the most essential content. Under the previous structure, students earned two credits for what was a single course. Access to higher-level math courses has a direct impact on SAT performance and overall readiness. If a student spends both freshman and sophomore years in Algebra 1 and does not take Geometry until junior year, that student is less prepared for the SAT.

10. COMMITTEE REPORTS

10.1. Curriculum

The next meeting will be held in April.

10.2. Policy

The Policy Committee met on 3/23/26. The next meeting will be held on 5/11/26 at 6 p.m.

10.3. Planning/Finance

This committee is on hold.

Somers Board of Education Special Meeting (DRAFT)

Thursday, April 2, 2026

6 PM

Virtual

Google Meet - meet.google.com/gbq-sqwd-dth

Phone - (US) +1 307-316-3039 PIN: 901 141 835#

BOE Members Present: Mike Briggs, Anne Kirkpatrick, Dr. Sharon Goulet, Kim Radziewicz, Derek Zelek, JT Galloway

BOE Members Absent: Gina Olearczyk, Shane Manning, Dr. Ed DePeau

Others: Dr. Sam Galloway, Stephanie Levin

1. CALL TO ORDER

The special meeting of the Somers Board of Education was called to order by Chair Briggs at **6:03 PM**.

2. FY 27 BUDGET DISCUSSION

Rationale: Discussion and possible action on FY 27 budget.

Motion: Motion made to approve the \$305,811 reduction to the FY2027 budget. This motion, made by Kim Radziewicz and seconded by Derek Zelek, Carried. **Yea: 6, Nay: 0 (Absent: Gina Olearczyk, Shane Manning, Ed DePeau)**

Discussion:

Background – The Board previously approved the FY2027 budget. Subsequent feedback from the Board of Finance indicated a need for reductions. While a final reduction amount was not specified, a town-wide reduction of approximately **\$450,000** was discussed, with an estimated **\$300,000 impact** to the Board of Education budget.

Proposed Reductions: The administration presented the following adjustments

● **Health Insurance Savings:**

Updated premium increase of **12.6%** (reduced from 15%) resulting in savings of approximately **\$163,000**

● **Staffing Adjustments:**

- Non-replacement of a departing student support nurse (~**\$40,000 savings**)
- Replacement of a high school ELA teacher at a lower salary due to step difference
- Non-replacement of a retiring middle school ELA teacher

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Total Reduction

- **\$305,811** total reduction (approximately 1% of the budget)

Revised Budget Figures

- **Total Budget:** \$31,292,381
- **Increase Over Prior Year:** 2.68% (*Original increase prior to reductions: 3.68%*)

The Board emphasized that reductions were made to:

- Minimize impact on current staff
- Preserve instructional programs and student services
- Utilize natural attrition and updated cost data to achieve savings

3. TOWN OF SOMERS SPECIAL PROJECT COMMITTEE

Rationale: The Board to appoint a Board member to the town's Special Building Committee.

Motion: Motion made to appoint Sharon Goulet to the Special Building Committee. This motion, made by Kim Radziewicz and seconded by Derek Zelek, Carried. **Yea: 6, Nay: 0 (Absent Gina Olearczyk, Shane Manning, Ed DePeau)**

Discussion: The Town of Somers is establishing a permanent **Special Building Committee** to:

- Review and evaluate Capital Improvement Project (CIP) requests.
- Determine project readiness.
- Provide recommendations for further development or approval.

The committee will include representatives from:

- Board of Selectmen
- Board of Finance
- Board of Education

Somers Board of Education Special Meeting (DRAFT)

Thursday, April 2, 2026

6 PM

Virtual

Google Meet - meet.google.com/gbq-sqwd-dth

Phone - (US) +1 307-316-3039 PIN: 901 141 835#

- Library Board
- Town CFO
- Director of Public Works
- Construction professional

4. ADJOURNMENT

Motion: Motion to adjourn the meeting at 6:15 p.m. This motion, made by Sharon Goulet and seconded by Kim Radziewicz, Carried. **Yea: 6, Nay: 0 (Absent Gina Olearczyk, Shane Manning, Ed DePeau)**

Sharon Goulet, BOE Secretary
(Minutes prepared by Shannin Burns, Executive Assistant to the Superintendent)

2025-2026

Monthly Report

(Through 3/31/2026)

CATEGORY	ITEM	Approved Budget	Budget Adjustment	Revised Budget	Actual Expenditures	Encumbered	Total Projection	Variance	% +/-
Salaries	Teachers	12,631,596	0	12,631,596	8,444,875	3,881,725	12,326,600	304,996	2.41%
	Secretaries/Paraprofessionals	2,523,727	16,000	2,539,727	1,972,935	541,393	2,514,327	25,400	1.01%
	Administrators	1,879,736	0	1,879,736	1,512,413	385,666	1,898,079	(18,343)	-0.98%
	Custodians/Maintainers	1,018,514	(16,000)	1,002,514	815,519	174,911	990,430	12,084	1.19%
	Other Instructional	696,722	577	697,299	572,296	230,427	802,723	(105,424)	-15.13%
	Nurses	307,079	0	307,079	203,623	88,448	292,071	15,008	4.89%
	Medical Advisor	1,500	0	1,500	1,500	0	1,500	-	0.00%
	SUBTOTAL	19,058,874	577	19,059,451	13,523,161	5,302,569	18,825,730	233,721	1.23%
Insurance & Benefits	Health Insurance	4,011,556	0	4,011,556	3,370,741	770,415	4,141,156	(129,600)	-3.23%
	Social Security	630,000	0	630,000	483,487	150,969	634,456	(4,456)	-0.71%
	Pension	194,500	0	194,500	141,891	51,906	193,797	703	0.36%
	Worker's Comp	99,782	0	99,782	68,050	22,683	90,733	9,049	9.07%
	Property / Liability	105,849	0	105,849	81,116	24,363	105,479	370	0.35%
	Long Term Disability	45,000	0	45,000	32,639	7,361	40,000	5,000	11.11%
	Life Insurance	25,000	0	25,000	16,360	3,640	20,000	5,000	20.00%
	School Board Legal	10,000	0	10,000	7,500	2,500	10,000	-	0.00%
	Unemployment	15,000	0	15,000	924	1,842	2,766	12,234	81.56%
	OPEB	32,000	0	32,000	0	0	0	32,000	100.00%
	Tuition Reimbursement	9,500	0	9,500	0	0	0	9,500	100.00%
	SUBTOTAL	5,178,187	0	5,178,187	4,202,707	1,035,679	5,238,386	(60,199)	-1.16%
Tuition	Special Education	1,139,936	0	1,139,936	754,155	377,629	1,131,783	8,153	0.72%
	Non-Special Education	76,694	0	76,694	101,807	0	101,807	(25,113)	-32.74%
	SUBTOTAL	1,216,630	0	1,216,630	855,962	377,629	1,233,590	(16,960)	-1.39%
Transportation	Regular Transportation	1,075,000	0	1,075,000	674,735	450,865	1,125,600	(50,600)	-4.71%
	Special Education Transportation	630,000	(1,549)	628,451	355,479	258,572	614,051	14,400	2.29%
	Athletics/Field Trips	49,500	0	49,500	29,360	14,002	43,363	6,137	12.40%
	SUBTOTAL	1,754,500	(1,549)	1,752,951	1,059,574	723,440	1,783,014	(30,063)	-1.71%
Utilities	Electricity	594,800	0	594,800	387,224	116,904	504,128	90,672	15.24%
	Fuel	142,700	0	142,700	156,371	9,565	165,936	(23,236)	-16.28%
	Telephones	37,800	0	37,800	23,305	9,830	33,134	4,666	12.34%
	SUBTOTAL	775,300	0	775,300	566,899	136,299	703,198	72,102	9.30%
Maintenance	General/Dept Maint	781,235	(2,000)	779,235	687,316	117,234	804,550	(25,315)	-3.24%
	Custodial Supplies	61,000	0	61,000	44,235	16,765	61,000	-	0.00%
	SUBTOTAL	842,235	(2,000)	840,235	731,551	133,999	865,550	(25,315)	-3.01%
Instructional Resources	Books, Textbooks, Workbooks	287,933	20,705	308,638	305,704	2,413	308,116	522	0.18%
	Technology AV Materials	123,460	(1,000)	122,460	118,990	568	119,558	2,902	2.35%
	General & Dept Supplies	200,874	(18,904)	181,970	132,630	15,716	148,346	33,624	16.74%
	SUBTOTAL	612,267	801	613,068	557,324	18,696	576,020	37,048	6.05%
Extracurricular	Coaches	236,420	0	236,420	162,096	74,324	236,420	-	0.00%
	Activity Advisors	82,194	0	82,194	0	82,194	82,194	-	0.00%
	Athletic/Academic Act	99,600	0	99,600	57,193	42,407	99,600	-	0.00%
	SUBTOTAL	418,214	0	418,214	219,290	198,924	418,214	-	0.00%
Equipment	New and Replacement	381,240	0	381,240	306,593	65,308	371,901	9,339	2.45%
Admin Overhead	Postage, Dues, Travel, BOE Exp., etc.	238,875	2,171	241,046	195,909	38,926	234,835	6,211	2.60%
	GRAND TOTAL	30,476,322.00	0.00	30,476,322.00	22,218,969.38	8,031,468.84	30,250,438.22	225,883.78	0.74%

As of 4/6/2026

SOMERS BOARD OF EDUCATION VOUCHER

Voucher No: 1284

Voucher Date: 04/13/2026

Prepared By:



Printed: 04/08/2026 11:55:33 AM

SOMERS BOARD OF EDUCATION is hereby authorized to draw warrants against SOMERS BOARD OF EDUCATION funds for the sum of \$648,265.46 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.



Stephanie Levin Director of Business Services

SOMERS BOARD OF EDUCATION

Fund		Amount
10	GENERAL FUND	\$648,265.46
20	GRANTS	\$0.00
		<hr/>
		\$648,265.46

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/13/2026
 From Check: 27343
 From Voucher: 1284

To Date: 4/13/2026
 To Check: 27414
 To Voucher: 1284

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27343	04/13/2026	A&D Portable Rentals	\$380.00	1284	Printed	Expense	<input type="checkbox"/>		
27344	04/13/2026	Alternative Access Assistive Technology	\$5,876.00	1284	Printed	Expense	<input type="checkbox"/>		
27345	04/13/2026	Amazon Capital Services	\$13,548.29	1284	Printed	Expense	<input type="checkbox"/>		
27346	04/13/2026	Andrew Drummey	\$50.86	1284	Printed	Expense	<input type="checkbox"/>		
27347	04/13/2026	Anthem Blue Cross and Blue Shield	\$283,321.29	1284	Printed	Expense	<input type="checkbox"/>		
27348	04/13/2026	Apple Inc.	\$258.00	1284	Printed	Expense	<input type="checkbox"/>		
27349	04/13/2026	Avery Septic Service	\$100.00	1284	Printed	Expense	<input type="checkbox"/>		
27350	04/13/2026	Awards & More	\$180.00	1284	Printed	Expense	<input type="checkbox"/>		
27351	04/13/2026	Blick Art Materials	\$110.82	1284	Printed	Expense	<input type="checkbox"/>		
27352	04/13/2026	BSN Sports LLC	\$593.60	1284	Printed	Expense	<input type="checkbox"/>		
27353	04/13/2026	CAPP USA	\$840.00	1284	Printed	Expense	<input type="checkbox"/>		
27354	04/13/2026	Carolina Biological Supply Co.	\$50.77	1284	Printed	Expense	<input type="checkbox"/>		
27355	04/13/2026	CDW Government, Inc.	\$4,368.00	1284	Printed	Expense	<input type="checkbox"/>		
27356	04/13/2026	CHLIC	\$11,883.38	1284	Printed	Expense	<input type="checkbox"/>		
27357	04/13/2026	College Steps	\$2,512.27	1284	Printed	Expense	<input type="checkbox"/>		
27358	04/13/2026	Connecticut Water Company	\$5,410.02	1284	Printed	Expense	<input type="checkbox"/>		
27359	04/13/2026	COX Business	\$1,009.66	1284	Printed	Expense	<input type="checkbox"/>		
27360	04/13/2026	CT Pediatric Neuropsychology Associates	\$3,850.00	1284	Printed	Expense	<input type="checkbox"/>		
27361	04/13/2026	DBS Financial Services LLC	\$2,033.22	1284	Printed	Expense	<input type="checkbox"/>		
27362	04/13/2026	Dime Oil Company LLC	\$36,197.14	1284	Printed	Expense	<input type="checkbox"/>		
27363	04/13/2026	Dina Senecal	\$72.08	1284	Printed	Expense	<input type="checkbox"/>		
27364	04/13/2026	EdTechTeacher Inc. c/oTom Driscoll	\$500.00	1284	Printed	Expense	<input type="checkbox"/>		
27365	04/13/2026	Elan Financial Services	\$3,755.41	1284	Printed	Expense	<input type="checkbox"/>		

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/13/2026
 From Check: 27343
 From Voucher: 1284

To Date: 4/13/2026
 To Check: 27414
 To Voucher: 1284

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27366	04/13/2026	Ellington Board of Education	\$3,750.00	1284	Printed	Expense	<input type="checkbox"/>		
27367	04/13/2026	Eric Barakat	\$75.00	1284	Printed	Expense	<input type="checkbox"/>		
27368	04/13/2026	Eversource Energy	\$55,387.98	1284	Printed	Expense	<input type="checkbox"/>		
27369	04/13/2026	First Student, Inc	\$111,046.16	1284	Printed	Expense	<input type="checkbox"/>		
27370	04/13/2026	Fletcher Sewer & Drain, Inc	\$330.00	1284	Printed	Expense	<input type="checkbox"/>		
27371	04/13/2026	Gateway Enterprise Corporation	\$465.00	1284	Printed	Expense	<input type="checkbox"/>		
27372	04/13/2026	Gerry's Music Shop, Inc.	\$530.00	1284	Printed	Expense	<input type="checkbox"/>		
27373	04/13/2026	GraceNotes LLC	\$45.00	1284	Printed	Expense	<input type="checkbox"/>		
27374	04/13/2026	Graduate Pest Solutions, Inc.	\$49.70	1284	Printed	Expense	<input type="checkbox"/>		
27375	04/13/2026	Grainger	\$513.21	1284	Printed	Expense	<input type="checkbox"/>		
27376	04/13/2026	Greg Prayzner	\$75.00	1284	Printed	Expense	<input type="checkbox"/>		
27377	04/13/2026	Gregory Kane	\$200.00	1284	Printed	Expense	<input type="checkbox"/>		
27378	04/13/2026	Gregory Logan	\$525.00	1284	Printed	Expense	<input type="checkbox"/>		
27379	04/13/2026	High Grade Gas Service, Inc	\$2,188.13	1284	Printed	Expense	<input type="checkbox"/>		
27380	04/13/2026	Hillyard-New England	\$1,985.36	1284	Printed	Expense	<input type="checkbox"/>		
27381	04/13/2026	ID Shop, Inc	\$581.06	1284	Printed	Expense	<input type="checkbox"/>		
27382	04/13/2026	J.W. Pepper & Son, Inc.	\$423.57	1284	Printed	Expense	<input type="checkbox"/>		
27383	04/13/2026	Jess Wood	\$261.01	1284	Printed	Expense	<input type="checkbox"/>		
27384	04/13/2026	JP Climate Control LLC	\$1,080.00	1284	Printed	Expense	<input type="checkbox"/>		
27385	04/13/2026	MagnaKleen Services	\$217.22	1284	Printed	Expense	<input type="checkbox"/>		
27386	04/13/2026	Michael Savage	\$225.00	1284	Printed	Expense	<input type="checkbox"/>		
27387	04/13/2026	Microbac Laboratories, Inc	\$248.25	1284	Printed	Expense	<input type="checkbox"/>		
27388	04/13/2026	Music is Elementary	\$207.12	1284	Printed	Expense	<input type="checkbox"/>		
27389	04/13/2026	New England Communications	\$2,896.74	1284	Printed	Expense	<input type="checkbox"/>		

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/13/2026
From Check: 27343
From Voucher: 1284

To Date: 4/13/2026
To Check: 27414
To Voucher: 1284

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27390	04/13/2026	Nuso, LLC	\$117.06	1284	Printed	Expense	<input type="checkbox"/>		
27391	04/13/2026	OMNI Group	\$20.00	1284	Printed	Expense	<input type="checkbox"/>		
27392	04/13/2026	Pitney Bowes, Inc.	\$265.57	1284	Printed	Expense	<input type="checkbox"/>		
27393	04/13/2026	PMT Associates, Inc.	\$81.77	1284	Printed	Expense	<input type="checkbox"/>		
27394	04/13/2026	Rugby Holdings, Llc	\$790.00	1284	Printed	Expense	<input type="checkbox"/>		
27395	04/13/2026	Sarah Uyar	\$75.00	1284	Printed	Expense	<input type="checkbox"/>		
27396	04/13/2026	School Specialty, Llc	\$485.66	1284	Printed	Expense	<input type="checkbox"/>		
27397	04/13/2026	Scott Czerwinski	\$136.60	1284	Printed	Expense	<input type="checkbox"/>		
27398	04/13/2026	Shannon G Rooney	\$49.30	1284	Printed	Expense	<input type="checkbox"/>		
27399	04/13/2026	Shipman & Goodwin, LLP	\$12,882.46	1284	Printed	Expense	<input type="checkbox"/>		
27400	04/13/2026	Silktown Roofing	\$3,905.43	1284	Printed	Expense	<input type="checkbox"/>		
27401	04/13/2026	SiteOne Landscaping Supply, LLC	\$99.50	1284	Printed	Expense	<input type="checkbox"/>		
27402	04/13/2026	Somers Public Schools	\$15,185.08	1284	Printed	Expense	<input type="checkbox"/>		
27403	04/13/2026	Sonitrol New England	\$26,151.27	1284	Printed	Expense	<input type="checkbox"/>		
27404	04/13/2026	State of Connecticut DOE	\$6,400.57	1284	Printed	Expense	<input type="checkbox"/>		
27405	04/13/2026	The Hartford	\$4,957.33	1284	Printed	Expense	<input type="checkbox"/>		
27406	04/13/2026	The Home Depot Pro	\$1,700.58	1284	Printed	Expense	<input type="checkbox"/>		
27407	04/13/2026	Tim Percoski	\$151.09	1284	Printed	Expense	<input type="checkbox"/>		
27408	04/13/2026	Town of Somers	\$8,096.21	1284	Printed	Expense	<input type="checkbox"/>		
27409	04/13/2026	Tull Brothers, Inc.	\$1,114.28	1284	Printed	Expense	<input type="checkbox"/>		
27410	04/13/2026	ULINE	\$33.50	1284	Printed	Expense	<input type="checkbox"/>		
27411	04/13/2026	Verizon Wireless	\$530.85	1284	Printed	Expense	<input type="checkbox"/>		
27412	04/13/2026	Williams Scotsman, Inc	\$400.00	1284	Printed	Expense	<input type="checkbox"/>		
27413	04/13/2026	Willie Ross School of the Deaf	\$479.98	1284	Printed	Expense	<input type="checkbox"/>		

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/13/2026

To Date: 4/13/2026

From Check: 27343

To Check: 27414

From Voucher: 1284

To Voucher: 1284

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27414	04/13/2026	Xerox Corporation	\$3,950.05	1284	Printed	Expense	<input type="checkbox"/>		

Total Amount: \$648,265.46

End of Report

SOMERS BOARD OF EDUCATION VOUCHER

Voucher No: 1303

Voucher Date: 04/27/2026

Prepared By:

L. Bergamini
Printed: 04/22/2026 10:27:29 AM

SOMERS BOARD OF EDUCATION is hereby authorized to draw warrants against SOMERS BOARD OF EDUCATION funds for the sum of \$354,142.66 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

Stephanie Levin
Stephanie Levin Director of Business Services

SOMERS BOARD OF EDUCATION

Fund	Amount
10 GENERAL FUND	\$354,142.66
	\$354,142.66

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/27/2026
From Check: 27416
From Voucher: 1303

To Date: 4/27/2026
To Check: 27467
To Voucher: 1303

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27416	04/27/2026	A W Gifford, Inc.	\$262.60	1303	Printed	Expense	<input type="checkbox"/>		
27417	04/27/2026	A&D Portable Rentals	\$95.00	1303	Printed	Expense	<input type="checkbox"/>		
27418	04/27/2026	Alternative Access Assistive Technology	\$2,940.00	1303	Printed	Expense	<input type="checkbox"/>		
27419	04/27/2026	Amazon Capital Services	\$4,022.66	1303	Printed	Expense	<input type="checkbox"/>		
27420	04/27/2026	Apple Inc.	\$599.00	1303	Printed	Expense	<input type="checkbox"/>		
27421	04/27/2026	Blick Art Materials	\$67.99	1303	Printed	Expense	<input type="checkbox"/>		
27422	04/27/2026	CIRMA	\$49,546.00	1303	Printed	Expense	<input type="checkbox"/>		
27423	04/27/2026	Clear Water Industries	\$490.00	1303	Printed	Expense	<input type="checkbox"/>		
27424	04/27/2026	Connecticut Water Company	\$4,919.99	1303	Printed	Expense	<input type="checkbox"/>		
27425	04/27/2026	DG Graphics	\$477.00	1303	Printed	Expense	<input type="checkbox"/>		
27426	04/27/2026	Environmental Systems Corp.	\$4,181.00	1303	Printed	Expense	<input type="checkbox"/>		
27427	04/27/2026	Eversource Energy	\$36,067.31	1303	Printed	Expense	<input type="checkbox"/>		
27428	04/27/2026	First Student, Inc	\$116,352.86	1303	Printed	Expense	<input type="checkbox"/>		
27429	04/27/2026	Flinn Scientific, Inc.	\$86.10	1303	Printed	Expense	<input type="checkbox"/>		
27430	04/27/2026	Gerry's Music Shop, Inc.	\$1,799.90	1303	Printed	Expense	<input type="checkbox"/>		
27431	04/27/2026	Graduate Pest Solutions, Inc.	\$231.86	1303	Printed	Expense	<input type="checkbox"/>		
27432	04/27/2026	Grainger	\$85 03	1303	Printed	Expense	<input type="checkbox"/>		
27433	04/27/2026	Gregory Logan	\$112.50	1303	Printed	Expense	<input type="checkbox"/>		
27434	04/27/2026	Hartford HealthCare Corporation SBO	\$21,032.00	1303	Printed	Expense	<input type="checkbox"/>		
27435	04/27/2026	Hartford Sprinkler Co., Inc	\$661 50	1303	Printed	Expense	<input type="checkbox"/>		
27436	04/27/2026	High Grade Gas Service, Inc	\$1,704.69	1303	Printed	Expense	<input type="checkbox"/>		
27437	04/27/2026	Hillyard-New England	\$41.50	1303	Printed	Expense	<input type="checkbox"/>		
27438	04/27/2026	Hussey Seating Company	\$740.00	1303	Printed	Expense	<input type="checkbox"/>		

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/27/2026
 From Check: 27416
 From Voucher: 1303

To Date: 4/27/2026
 To Check: 27467
 To Voucher: 1303

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27439	04/27/2026	Jim Shanahan	\$300.00	1303	Printed	Expense	<input type="checkbox"/>		
27440	04/27/2026	K&S Distributors	\$660.00	1303	Printed	Expense	<input type="checkbox"/>		
27441	04/27/2026	K12 Pros LLC	\$10,000.00	1303	Printed	Expense	<input type="checkbox"/>		
27442	04/27/2026	L&W Supply Corporation	\$283.36	1303	Printed	Expense	<input type="checkbox"/>		
27443	04/27/2026	MagnaKleen Services	\$108.61	1303	Printed	Expense	<input type="checkbox"/>		
27444	04/27/2026	NCS Pearson, Inc.	\$112.50	1303	Printed	Expense	<input type="checkbox"/>		
27445	04/27/2026	New England Turf Management	\$858.00	1303	Printed	Expense	<input type="checkbox"/>		
27446	04/27/2026	OTIS Elevator Company	\$275.60	1303	Printed	Expense	<input type="checkbox"/>		
27447	04/27/2026	Parts Town, LLC	\$244.48	1303	Printed	Expense	<input type="checkbox"/>		
27448	04/27/2026	Sarah Uyar	\$75.00	1303	Printed	Expense	<input type="checkbox"/>		
27449	04/27/2026	School Specialty, Llc	\$64.00	1303	Printed	Expense	<input type="checkbox"/>		
27450	04/27/2026	Shannin Burns	\$170.00	1303	Printed	Expense	<input type="checkbox"/>		
27451	04/27/2026	Sherwin-Williams Co., The	\$65.74	1303	Printed	Expense	<input type="checkbox"/>		
27452	04/27/2026	Shipman & Goodwin, LLP	\$5,339.50	1303	Printed	Expense	<input type="checkbox"/>		
27453	04/27/2026	SiteOne Landscaping Supply, LLC	\$80.86	1303	Printed	Expense	<input type="checkbox"/>		
27454	04/27/2026	Somers Lunch Program	\$240.00	1303	Printed	Expense	<input type="checkbox"/>		
27455	04/27/2026	Somers Public Schools	\$14,945.08	1303	Printed	Expense	<input type="checkbox"/>		
27456	04/27/2026	Somers Star Hardware	\$240.61	1303	Printed	Expense	<input type="checkbox"/>		
27457	04/27/2026	State of Connecticut-Treasurer	\$2,205.00	1303	Printed	Expense	<input type="checkbox"/>		
27458	04/27/2026	The Home Depot Pro	\$514.97	1303	Printed	Expense	<input type="checkbox"/>		
27459	04/27/2026	Tull Brothers, Inc.	\$1,107.09	1303	Printed	Expense	<input type="checkbox"/>		
27460	04/27/2026	USA Waste and Recycling	\$2,386.20	1303	Printed	Expense	<input type="checkbox"/>		
27461	04/27/2026	Van Pool Transportation LLC	\$52,683.80	1303	Printed	Expense	<input type="checkbox"/>		
27462	04/27/2026	Vernier Software & Technology	\$105.94	1303	Printed	Expense	<input type="checkbox"/>		

Somers Board of Education

Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE AP CASH 1918032563

From Date: 4/27/2026
 From Check: 27416
 From Voucher: 1303

To Date: 4/27/2026
 To Check: 27467
 To Voucher: 1303

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
27463	04/27/2026	W.B. Mason Co., Inc.	\$7,643.43	1303	Printed	Expense	<input type="checkbox"/>		
27464	04/27/2026	William V. MacGill & Co.	\$2,202.68	1303	Printed	Expense	<input type="checkbox"/>		
27465	04/27/2026	Williams Scotsman, Inc	\$100.00	1303	Printed	Expense	<input type="checkbox"/>		
27466	04/27/2026	Willie Ross School of the Deaf	\$4,578.00	1303	Printed	Expense	<input type="checkbox"/>		
27467	04/27/2026	Zoro Tools Inc	\$35.72	1303	Printed	Expense	<input type="checkbox"/>		

Total Amount: \$354,142.66

End of Report

Mission - Goals - Objectives

Nondiscrimination

The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, gender identity/expression, national origin, ancestry, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, pregnancy or related conditions, national origin, protective hairstyles, genetic information, status as a Veteran, status as a victim of domestic violence or as a victim of sexual assault or status as a victim of trafficking in persons, alienage, ancestry, disability, or any other basis prohibited by law and prohibits discrimination, including harassment, in any education program or activity it operates, marital status or age of any other persons with whom the individual associates.

The Board shall provide protections from all forms of sex-based harassment, including sexual violence and unwelcome sex-based conduct that creates a hostile environment by limiting or denying a person's ability to participate in or benefit from a school's education program or activity.

The District shall take prompt and effective action to end any sex discrimination in its education programs or activities to provide for the prompt and equitable resolution of sex discrimination complaints, prevent recurrence, and remedy its effects. To that end, the District shall act promptly and effectively in response to information about conduct that reasonably may constitute discrimination, including sexual violence and other forms of sex-based harassment. The district shall also ensure that all school employees are trained about their obligations to address sex discrimination and their obligations to notify or provide contact information for the Title IX Coordinator.

The Somers Board of Education Non-discrimination policy includes protections for students, employees, and applicants against discrimination based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery from these conditions and shall provide reasonable modifications for students based on pregnancy or related conditions, allow for lactation for employees, and access to a clean, private lactation space for students and employees.

The District shall not disclose personally identifiable information obtained through complying with Title IX, with limited exceptions, such as when there had been prior written consent or when the information is disclosed to the parent of a minor.

Retaliation against anyone who, in good faith, makes a report of harassment or discrimination, files a complaint of harassment or discrimination, serves as a witness, or participates in an investigation or grievance process is also a violation of the Somers Board of Education's non-discrimination policy and is prohibited.

District's Other Designees Under Section 504

The Somers Public School District is required not to discriminate on the basis of sex by Title IX and its implementing regulations. Inquiries about Title IX may be referred to the District's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

(cf. [4111](#) - Recruitment and Selection)

(cf. [4111.1/4211.1](#) - Affirmative Action)

(cf. [4118.11](#) - Nondiscrimination)

(cf. 4118.111 - Grievance Procedure-Title IX)

(cf. [4118.113/4218.113](#) - Harassment)

(cf. [5145.4](#) - Nondiscrimination)

(cf. [5145.5](#) - Sexual Harassment)

(cf. 5145.51 - Peer Sexual Harassment)

(cf. [5145.52](#) - Harassment)

(cf. [5145.6](#) - Student Grievance Procedure)

(cf. [6121](#) - Nondiscrimination)

(cf. 6121.1 - Equal Educational Opportunity)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

[46a-60](#) Discriminatory employment practices prohibited.

[10-15c](#) Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation")

[10-153](#) Discrimination on account of marital status.

[17a-101](#) Protection of children from abuse.

The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

Connecticut General Statutes

[46a-51](#) Definitions. (as amended by PA 17-127)

[46a-58](#) Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127)

[46a-60](#) Discriminatory employment practices prohibited. (as amended by PA 17-127)

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

2024 Amendments to the U.S. Department of Education's Title IX Regulations

Adopted: 3/24/08

Revised: 6/23/08

Reviewed: 11/10/17

Revised: 3/12/18

Revised: 10/28/24

NON-INSTRUCTIONAL OPERATIONS

Equipment

Staff Telecommunications Acceptable Use Policy

It is the policy of the Somers Public Schools to maintain an environment that promotes ethical and responsible conduct in all Internet and online network activities by staff and students. It shall be a violation of this policy for any employee or student to engage in any activity that does not conform to the established purpose and general rules and policies of the Somers Public Schools.

The use of Somers Public Schools computer equipment, Internet accounts, and commercial online accounts must support educational research and must be consistent with the objectives and goals of the Somers Public Schools. Any material transmitted must meet federal, state, local, and district regulations including, but not limited to, copyrighted material, threatening or obscene material, or material protected by trade secrets. Use for commercial activities, product advertisement, or political lobbying is prohibited if not related to the educational process or educational issues unless approved by administration. Any viewing or dissemination of objectionable materials from any source into the system is strictly prohibited.

The Board of Education has the right to monitor computer usage by electronic means. ~~Staff and students will be given proper notice of the monitoring.~~ A statement notifying staff and students will be attached or included in the telecommunications form required of all users. Other forms of notification will also be used including but not limited to school handbooks, student handbooks, employment policies, postings at computer labs.

Special Staff Responsibilities

1. All staff must agree to sign the Somers Public Schools Telecommunications Acceptable Use Policy Agreement for use of the telecommunications services and equipment provided by the Somers Public Schools.
2. ~~The Somers Public Schools recognize that technology is a tool for lifelong learning and that staff that use technology for personal purposes are more likely to incorporate technology into their lessons. As such, staff members of the Somers Public Schools are encouraged to use the technology equipment and services for personal use provided the following guidelines are adhered to:~~
 - ~~• All personal use is for legal and ethical purposes;~~
 - ~~• Personal use does not include political, business, or "for profit" use;~~
 - ~~• Personal use of equipment and services does not in any way lessen the availability of equipment or services for student or staff academic use.~~

3. Direct supervision of students using the Internet is the responsibility of the staff member supervising the students at that time. Staff should plan and coordinate Internet use for academic purposes in ways that closely guide students.
4. Staff participation in on-line chat sessions, while using school equipment or services, is to be for academic purposes only.
5. Users may not violate the rules of common sense or "netiquette". They are expected to abide by the generally accepted rules of network etiquette: be polite; do not use vulgar or obscene language; do not reveal your address or phone number or those of others; do not disrupt the network or the data of others.

Cross Reference: DBS Code: [6141.32](#) - Curriculum - Computer Usage

DBS Code: [6141.321](#) - Instruction - Student Telecommunications

Acceptable Use Policy

Adopted: March 17, 1997

Revised: November 3, 1997

October 25, 1999

September 11, 2000

July 9, 2009

May 24, 2021

ADMIN. REG.: 4118.5

4218.5

BUSINESS AND NON-INSTRUCTIONAL OPERATIONS

Equipment

Staff Telecommunications Acceptable Use Policy

SOMERS PUBLIC SCHOOLS

Staff Telecommunications Acceptable Use Policy

I have read and understand both the Student Telecommunications Acceptable Use Policy and the Staff Telecommunications Acceptable Use Policy

Employee Signature: _____ Date: _____

Use of computer resources and facilities owned by or under the supervision of the Somers Public Schools are governed by the Policy on Computer Use (DBS Code: 6141.32, adopted 10/11/95).

Adopted: March 17, 1997

Reviewed: October 12, 2000

July 12, 2001

November 4, 2002

Personnel -- Certified/Non-Certified

Personal Leaves

Family, Medical and Pregnancy Leave Policy

Family and Medical leaves are provided by the Board as required by the federal Family and Medical Leave Act of 1993, as amended (FMLA) and the Family Medical Leave Act as part of the National Defense Authorization Acts of 2008 and for Fiscal Year 2010 (which expanded certain leave to military families and veterans for specific circumstances) and 2013 Final Rules. This policy and the corresponding regulations will be interpreted to comply with that law, as well as the Connecticut Fair Employment Practices Act (CFEPA) with respect to pregnancy-related disability leave and transfer. Employees should contact the Business Office of the Somers Public Schools if they have any questions regarding how the Board's FMLA policy and regulations apply to their situation, when and how they may take leave or any question regarding family, medical or pregnancy-related disability leave.

Paraprofessionals are also eligible to benefits equal to those under the federal FMLA if such paraprofessional was employed for at least one year and for at least ~~950~~ 1,250 hours over the previous twelve-month period preceding the commencement of the leave. [Under federal FMLA, eligible employees are provided up to 12 weeks of unpaid leave each year.](#)

A paraprofessional is defined as a school employee who performs duties that are instructional in nature or delivers either direct or indirect services to students and/or parents and serves in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services.

CT FMLA

[Eligible employees are employees whose position does not require professional certification \(non-certified school personnel\) or certified school personnel whose union has successfully negotiated with the Board to participate in such programs. To be eligible for the program, a certified school employee must be employed for at least three months immediately preceding such employee's request for leave by the employer with respect to whom leave is requested. Non-certified school personnel must be employed by the Board for at least three months during the previous 12 months to be eligible.](#)

[Under CT FMLA, eligible employees can take up to 12 weeks of unpaid leave in a 12 month period for qualifying reasons with an additional 2 weeks available for certain pregnancy-related conditions. An employee may be entitled to leave under the Federal FMLA and/or CT FMLA. To the extent an employee is eligible for and qualifies for leave under both laws, the employee's Federal FMLA and CT FMLA leave will run concurrently.](#)

Definitions

Genetic Information: For purposes of this policy, “genetic information” includes an individual’s family medical history, an individual’s or family member’s genetic tests, and/or the fact that an individual or an individual’s family member sought or received genetic services or participated in clinical research which includes genetic services. “Genetic information” includes 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 utilizing assistive reproductive technology.

Instructional employee: For purposes of this policy, an “instructional employee” is defined as a teacher or other employee of the Board who is employed principally in an instructional capacity and whose principal function is to teach and instruct students in a class, small group, or an individual setting, and includes athletic coaches, driving instructors, and special education assistants such as signers for the hearing impaired. The term does not include teacher assistants or aides who do not have as their principal function actual teaching or instructing, nor auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, bus drivers, or other primarily non-instructional employees.

Non-certified employee: For purposes of this policy, “non-certified employee” means an employee employed by the Board in a position that does not require a professional certification under Chapter 166 of the Connecticut General Statutes.

Leave covered by FMLA includes the following:

- incapacity due to pregnancy, prenatal medical care, or childbirth;
- to care for the employee's newborn child;
- the placement of a child with the employee by adoption or foster care;
- to care for the employee's spouse, child, or parent who has a serious health condition; or
- to care for the employee's own serious health condition that renders the employee unable to perform the functions of the employee’s position;
- to serve as an organ or bone marrow donor;
- to care for an injured or ill service member;
- a qualifying exigency arising out of a family member’s military service, including one or more of the following reasons:
 - short-notice deployment;
 - military events and related activities;
 - childcare and school activities;
 - financial and legal arrangements;
 - counseling;
 - rest and recuperation;
 - post-deployment activities;
 - parental care leave for a military member’s parent who is incapable of self-care and care is necessitated by the military member’s covered active duty;
 - additional activities that arise out of the active duty or call to active-duty status of a covered military member, provided that the Board and the employee agree that such leave qualifies as an exigency and agree to both the timing and the duration of such leave.

Leave covered by Connecticut FMLA includes the following:

- upon the birth of the employee's newborn child, and to care for the newborn child;
- upon the placement of a child with the employee for adoption or foster care, and to care for the newly placed child;
- to care for the employee's family member, if such family member has a serious health condition;
- because of the employee's own serious health condition, including any period of incapacity due to pregnancy or for prenatal care, that renders the employee unable to perform the functions of the employee's position;
- in order to serve as an organ or bone marrow donor;
- to care for an injured or ill servicemember who is the employee's spouse, parent, child or next of kin; or
- to address a qualifying exigency arising out of the fact that the spouse, child, or parent of the employee is on active duty, or has been notified of an impending call or order to active duty, in the armed forces.

For purposes of determining whether an employee has a qualifying reason for leave under CT FMLA, "family member" is defined as a spouse, sibling, child, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.

If a leave is requested for one of the reasons listed above, each eligible employee may take up to a total of twelve (12) weeks of unpaid family or medical leave in the twelve (12) month entitlement period. This entitlement period is measured on the basis of a "rolling" 12-month period measured backward from the date an employee uses any FMLA leave.\

The Superintendent shall draft administrative regulations to comply with the FMLA and CT FMLA and subsequent updates. In developing these regulations to support policy 4152.6/4252.6, the Superintendent will provide direction and explanations covering the following areas:

- Acceptable reasons for requesting leave under the FMLA;
- Leave scenarios and conditions;
- Leave to care for an injured or ill service member;
- Procedures for requesting leave under the FMLA;
- Leaves under FMLA and medical treatment requirements;
- Required certifications and documentation;
- Use of paid leave
- Medical insurance and other benefits, and
- Reinstatement.

(cf. [4118.14](#) - Disabilities)

(cf. 4151.2 - Family Illness)

(cf. 4152.3 - Maternity; Adoptive; Child Care)

Legal Reference: P.L. 103-3 and 29 CFR Part 825 - The Family and Medical Leave Act of 1993, as amended by H.R. 4986, the National Defense Authorization Act for Fiscal Year 2008, Section 585. 29 U.S.C. §2601 et seq. and the National Defense Authorization Act for Fiscal Year 2010, Public Law 111-84, section 565, Title V.

Final Rule - published in Federal Register, Vol. 60, Nov. 4, Friday, January 6, 1995, as amended on February 3, 1995, March 30, 1995, and on November 17, 2008. Rules and Regulations (29 CFR Part 825).

Connecticut General Statutes

[46b-3800](#) Applicability of statutes to civil unions and parties to a civil union.

PA 07-245 An Act Concerning Family and Medical Leave for Municipal Employees.

PA 12-43 An Act Concerning Family and Medical Leave Benefits for Certain Municipal Employees.

Revised: 5/23/11

Revised: 3/9/15

Reviewed: 8/19/24

Students

Work-Study Student Employment/Work-Release

In cooperation with various local and area businesses and industries, the District shall establish and maintain work-study and work-release programs for students who are at least sixteen (16) years of age. Student work-release allows eligible students to be released during the school day to work for an employer.

Insofar as feasible, each of those work-experience programs shall be tailored to meet the vocational needs of the individual students by their school counselor, who shall guide them in selecting appropriate academic courses, and by the vocational coordinator, who shall ensure proper placement in the most relevant training/employment. Students' course schedules and graduation requirements take priority over work-study or work-release.

Program Conditions/Roles and Responsibilities

- Through the work-release program, students may earn eligible credits provided that the curriculum for those credits aligns directly with the course and other program requirements.
- The principal or designee, in collaboration with school counselors, will determine the maximum number of work hours for each student.
- The student must receive approval for work release from the principal or designee.
- The student must obtain written consent from the parent and/or legal guardian.
- The student must obtain a Promise of Employment letter from the prospective employer and apply for and be issued working papers.
- The student must show proof of employment, which will be reviewed quarterly by the principal or designee.
- The student is responsible for maintaining good academic standing, attendance, and behavior in both school and vocational settings.
- The principal or designee is responsible for ensuring that student work-release is compliant with Connecticut's Student Work-Release Policy, including but not limited to:
 - Discussing the student work-release program with each student;
 - Verifying eligibility and reviewing quarterly with the student; and
 - Adhering to all applicable laws, including the Guidelines and Procedures for the Employment of Minors in Connecticut.

Eligibility Requirements:

- Work-release may be provided to any student who is at least 16 years of age and who is enrolled in the district's high school and must comply with state labor laws.
- The student must be in good standing academically and on track to graduate within four years, as determined by the school principal or designee.

Students

Work-Study Student Employment/Work-Release

Eligibility Requirements: (continued)

- The student must have an acceptable attendance record and must not be considered “chronically absent.”
- The student must have a record demonstrating their ability to comply with school behavioral expectations and be deemed able to comply with workplace attendance and behavioral expectations.

Legal References: Connecticut General Statutes
4-124II. Model Student Work-Release Policy
Public Act 24-45, An Act Concerning Mandate Relief, School Discipline and Disconnected Youth

INSTRUCTION:

Curriculum: Computer Usage

1. All computer resources and facilities of the Somers Public Schools should be used solely for legitimate and authorized academic, instructional, research, administrative, and public service purposes.
2. Any unauthorized or illegitimate use of computer accounts, resources, and/or facilities will subject the violator(s) to disciplinary, criminal, and/or legal action by the school system and/or the federal or state government.
3. Any person who has been authorized to use the computing resources will be expected to regard all copyrighted, personal, or proprietary information which may become available to him/her as confidential, unless he/she obtains from the appropriate individual written permission to copy, modify, or otherwise use any part thereof.
4. Any user who deliberately or continually violates the policies governing the use of accounts and equipment will have his/her account and/or user privilege denied and such misuse may result in disciplinary and/or legal action. The severity of the violation will determine the type of action that the school system and/or the federal or state government will take against the violator.
5. A user's programs and data should be treated as his/her private property. Users must, therefore, not attempt to access or make use of any other user's programs or data without the appropriate authorization (e.g. plagiarism).
6. Users shall not copy system files nor shall they attempt to access or modify such files or software components or computer management programs and data except for specifically approved purposes.
7. The Director of Technology & Information Services Superintendent and/or his/her designee reserves the right to access and monitor user's data and programs for appropriate management purposes, such as making backup copies and to ensure system integrity.
8. Computer accounts shall not be shared with unauthorized users. Such sharing will result in disciplinary measures as outlined in paragraph 4.
9. Users must not attempt unauthorized modification or repair to any equipment belonging to, or under the control of the Somers Public Schools.
10. Computer resources shall not be used for non-academic work without the express written permission of the Somers Public Schools. Users in doubt should contact the Director of Technology & Information Services for guidance and direction.

11. Game playing that is not part of any academic course work is considered to be a misuse of computer privileges and is subject to the disciplinary actions outlined in paragraph 4.

12. The Somers Public Schools and its authorized personnel reserve the right to set priorities on the use of Somers Public Schools computer facilities in accordance with DBS Code: 1330, Use of School Facilities.

13. The Board of Education has the right to monitor computer usage by electronic means. ~~Staff and students will be given proper notice of the monitoring.~~ A statement notifying staff and students will be attached or included in the telecommunications form required of all users. Other forms of notification will also be used including but not limited to school handbooks, student handbooks, employment policies, postings at computer labs.

Adopted: October 11, 1995

October 25, 1999

October 23, 2006

DBS CODE: 9110

BYLAWS OF THE BOARD:

Number of Members and Terms of Office:

The Board of Education shall consist of nine members, each serving terms of four years (except where provided in Policy #9221 for members filling unexpired terms). In each Town election there shall be elected a sufficient number of members to the Board to maintain its number at nine.

Legal Reference: Somers Town Charter Section 3-3

Adopted: November 9, 1981

Reviewed: April 4, 2000

BYLAWS OF THE BOARD

Officers

Term and Vacancy:

~~All officers of the Board shall hold office for a term of one year and until their successors have been elected, except in case of removal as provided hereinafter.~~

Officers will be elected on the first meeting in September in even numbered years and on the second meeting in November in the odd numbered years.

Whenever there is any vacancy in any Board office, the Board shall elect a new officer to fill the vacancy during the unexpired term of office until the next regular Board election.

Any officer of the Board may be removed from office by a two-thirds vote of the membership of the Board.

Legal Reference: Connecticut General Statutes

10-218 Officers. Meetings

Adopted: August 25, 1980

Revised: February 24, 1992

BYLAWS OF THE BOARD:

Orientation of Board Members:

The Board of Education ~~and the Administrative staff~~ shall assist each new member-elect to understand the Board of Education's functions, policies and procedures and operation of the school system. The following methods shall be employed:

The Superintendent or his/her designee shall invite all current candidates for the office of Board of Education member to attend (1) Board meetings, except that this invitation shall not extend to any executive sessions ??

1. The new members shall be given selected material on the function of the Board of Education and the school system??
2. The new member shall be invited to meet with the Superintendent ~~and other Administrative personnel~~ to discuss services performed for the Board.
3. The new member shall be provided with a copy of the Board of Education Handbook. ~~Board's policies and bylaws, Administrative regulations and copies of pertinent materials developed by the State School Board Association.~~
4. The new member may attend, at District expense, workshops for newly elected members. ~~as approved by the Board of Education.~~
- ~~5. In election years, the Somers Board of Education may also provide a workshop for newly elected members together with present Board members and Central Office personnel.~~

First-time elected board members are to complete a training program that minimally includes the following:

- The role and responsibilities of a board member;
- The duties and obligations of a board of education;
- School district budgeting and education finance.

This training must be completed at a time determined by the Connecticut Department of Education (CSDE), but not later than one year after assuming office.

The Board Chairperson or designee shall arrange a meeting with new Board member(s) for the purpose of explaining and answering questions about Board processes and procedures.

The Superintendent shall arrange a meeting of the Board Chairperson, the Superintendent and the new member for the purpose of answering questions and acquainting the member with the district.

The Board Chairperson may request a veteran Board member to mentor a new member.

Adopted: December 22, 1980

Revised: May 8, 2000