
**TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT**

Regular Meeting – April 9, 2013

Long Hill Administration Building

Lorraine R. Smith Assembly Room

7:00 p.m.

AGENDA

I. CALL TO ORDER

II. PRELIMINARY BUSINESS

- A. Pledge of Allegiance
- B. Correspondence
- C. Comments and Questions

III. CONSENT AGENDA

- A. Personnel – Mr. Iassogna
- B. Approval/Minutes – Regular Meeting – 3/26/2013

IV. REPORTS/ACTION ITEMS

- A. Policy –Second Reading
 - 1. Interscholastic Athletics, Policy Code 5150 – Ms. Fisher
- B. Self-Funding Insurance Report– Mr. Iassogna, Mr. Rinaldi
- C. Approval/BOE-TASS Contract – Mr. Iassogna
- D. Non-Renewal of Non-Tenured Staff – Mr. Iassogna
- E. Approval/Administrator & Teacher Supervision, Evaluation, Professional Learning Plans - Dr. Cialfi, Mrs. Norcel, Mrs. Teixeira
- F. Magnet School Transportation & Related Items – Mr. Iassogna
- G. Oral Reports
 - 1. Teacher Board Representative
 - 2. Student Board Representatives

V. RECEIVE AND FILE

- A. Pending Litigation – Dr. Cialfi
- B. Negotiations – Dr. Cialfi

VI. OTHER

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, April 9, 2013

Mr. Iassogna

Agenda Item III-A

Personnel

Resignations - Certified

Bicknell, Gertrude; speech teacher at the Trumbull Early Childhood Education Center since September 1976, retiring effective May 2, 2013.

Mitola, Susan; special education teacher at Tashua Elementary School since August 2011, resigning effective June 30, 2013.

Recommendation:

Accept.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – April 9, 2013

Mr. Iassogna

Agenda Item – III-B

Approval/Minutes

Regular Meeting
March 26, 2013

Administrative Recommendation:

Approve the minutes of the above noted meeting.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT
Regular Meeting – March 26, 2013
Long Hill Administration Building
Lorraine R. Smith Assembly Room

The Trumbull Board of Education convened in the Long Hill Administration Building for a Regular Meeting.

Members present:

Members absent:

S. Wright, Chairperson
D. Herbst, Vice Chairperson
T. Kelly, Secretary
L. Chory, Board Member
L. Labella, Board Member
R. Seaman, Board Member
M. Ward, Board Member

Agenda Item I – Call to Order

The meeting was called to order at 7:05 p.m.

Agenda Item II – Preliminary Business

- A. Salute to the Flag - The Public Session began with a salute to the Flag.
- B. Correspondence – There was no correspondence this evening. At this time, Agenda Item II D-2 was taken out of order.
- D. Recognitions (out of order)
2. Hillcrest Orchestra Performance—Mr. Iassogna shared that this orchestra plays annually for the Board who always enjoys their performance. Under the direction of Orchestra teacher Jennifer Winschel, selections included “*Jupiter*” by Holst, “*Irish Suite—I Know Where I’m Going*” which the orchestra dedicated to the Superintendent, and Mozart’s “*German Dances*”. After the performance, Chairman Wright congratulated the orchestra on behalf of the Board and had the students introduce themselves to the audience.
- C. Comments – Lainie McHugh, 132 Fresh Meadow Drive, PTA Council President asked the Board for clarification of the Superintendent’s comments to the Board of Finance regarding cuts to the Board of Education’s 2013-14 budget. She also spoke in support of implementing security measures using the \$874,000 (unspent monies from the 2011-12 budget) or potential unspent monies in the 2012-13 budget and asked the Board to provide more details regarding next year’s budget. Chairman Wright shared that Superintendent Iassogna has been selected as Outstanding Administrator/Superintendent by the PTSA of Connecticut and will be honored at their annual dinner on April 25, 2013.
- D. Recognitions
1. Connecticut Association of Schools (CAS) Recognition of Frenchtown—Dr. Cialfi/Frenchtown Principal Jackie Norcel shared that Frenchtown Elementary School has been selected by CAS to showcase their school climate plan developed by staff and implemented during the past two years. CAS has invited Frenchtown to host a conference for other districts in May on this

initiative. The school's plan is structured on the principles of the nationally acclaimed Positive Behavior and Intervention Supports (PBIS) program. Frenchtown Social Worker David Weitzman gave an overview of Frenchtown's plan, titled TRACKS—Trust, Respect, Accountability, Cooperation, Kindness and Safety, which has been well received by students and staff. Both Chairman Wright and Mrs. Herbst complimented this initiative and Mr. Weitzman for promoting a positive learning environment.

At this time, Superintendent Iassogna shared that March is Connecticut Association of Boards of Education (CABE) Board Member Recognition month. He presented each member with a small gift as a token of Trumbull Public Schools' appreciation and thanked Board members for their time and efforts on behalf of the district.

Agenda Item III – Consent Agenda

- A. Personnel – Superintendent Iassogna noted that one resignation was received that needed Board action. It was moved (Herbst) seconded (Chory) to accept the resignation of Ashley Del Greco, mathematics teacher at Trumbull High School since August 2008, resigning effective June 30, 2013. Vote: Unanimous in favor.
- B. Approval/Minutes – Regular Meeting – 3/12/13 By unanimous consent of members present at that meeting, the minutes were approved as presented. Mrs. Seaman abstained as she was not present at that meeting.
- C. Approval/Financial Reports as of 2/28/13 –Business Administrator Sean O'Keefe reviewed financial reports for the 8 months ended 2/28/13. He also reviewed transfers and conveyed that there were 5 transfers for February that needed Board approval. It was moved (Chory) seconded (Labella) to approve February transfers 1638x, 1639x, 1645x, 1646x, and 1647x as presented. Vote: Unanimous in favor. Discussion ensued regarding out of district tuition, surplus in supplies, salaries, legal fees, health benefits, repairs and service fees, health insurance participate rate and FEMA support for snow removal. Following discussion, it was moved (Labella) seconded (Chory) to accept the Board of Education Expense Report for the 8 months ended 2/28/13 as presented. Vote: Unanimous in favor. It was moved (Chory) seconded (Herbst) to accept the Grant Expense Report for the 8 months ended 2/28/13 as presented. Vote: Unanimous in favor. A brief discussion ensued regarding the Food Services account. It was moved (Chory) seconded (Labella) to accept the following financial reports for the 8 months ended 2/28/13 as presented: Consolidated Financial Statement; Board of Education Programs Detail Report; Expendable Trust Detail Report; and the Student Activity Detail Report. Vote: Unanimous in favor. At this time, it was moved (Chory) seconded (Herbst) to take Agenda Item IV-D out of order. Vote: Unanimous in favor.

Agenda Item IV—Reports/Action Items (Item D out of order)

- D. Approval/Trumbull Day 2013 Special Request—Superintendent Iassogna shared that this agenda item was tabled from the March 12, 2013 meeting as Board members voiced their concerns and requested that representatives from the Trumbull Day Committee be available to attend this meeting to answer Board questions. The Committee provided the Board and Superintendent with a detailed plan regarding the sale and use of alcohol and other plans for this event before this evening's meeting. Mr. Iassogna introduced Mrs. Whetstone and Mr. Letezio of the Committee who shared that alcohol sales will consist of beer and wine. Discussion ensued regarding the event budget, revenue from alcohol sales, Town responsibility for all related expenses including liability issues and clean up, and monitoring sale and use of alcohol. Several Board members thanked Mr. Karpowich and the Committee for addressing Board questions/concerns and providing detailed

information regarding alcohol sales and other event plans and would support the waiver. It was moved (Chory) seconded (Herbst) to approve a waiver for the Town of Trumbull to allow an alcohol concession booth on the grounds of Hillcrest Middle and Trumbull High Schools in conjunction with Trumbull Day on Saturday, June 29, 2013. Discussion ensued regarding Board liability issues and Permittee holder for alcohol sales and First Selectman Herbst assured the Board that the Town carries all insurance for all Town buildings and grounds including Board of Education property and has spoken with the Town insurance broker about additional insurance for the event to guarantee that the BOE would not be held liable for any expenses. Mr. Herbst also stated that the Town of Trumbull will be the Permittee for alcohol sales and sales will be handled in the same manner as was used when the Town held the temporary permit for concerts at Indian Ledge Park beginning in 2011. Mr. Ward stated that he will not support the waiver for alcohol. Vote: 6 in favor (Chory, Herbst, Kelly, Labella, Seaman, Wright) 1 opposed (Ward). Motion passes.

- A. Approval/THS Mock Trial National Tournament Trip—Superintendent Iassogna congratulated the Trumbull High School (THS) Mock Trial Team for placing first in the State earning them the right to participate in the national competition in Indianapolis, Indiana from May 8 – 12, 2013. He conveyed that Mock Trial, along with “We the People” are academic programs and the trip to the national competition is not considered a field trip. Advisor Eric August reviewed the details of the Mock Trial National Tournament which involves 16 students and thanked the Board for their support. Also reviewed were fundraising, donations, and student costs and it was noted that students would miss three days of school. It was moved (Herbst) seconded (Chory) to approve the THS Mock Trial National Tournament trip as outlined with such approval contingent upon parent(s)/guardian signing a waiver relieving the school district of any financial obligation due to trip cancellations for any reason. Vote: unanimous in favor.
- B. Approval/THS “We the People” Trip to Washington D.C.—Superintendent Iassogna congratulated the 24 members of the “We the People” team and wished them well at the national competition. Advisor Katie Boland conveyed that the THS “We the People” Team placed first in the State earning them the right to participate in the national competition in Washington D.C. from April 26 – 30, 2013. She reviewed trip details and noted that students would miss three days of school. Student Board Representative Madelaine Krahn, a member of the team, shared her experiences with the program and said the team’s goal is to place in the top 10 at the competition. It was moved (Labella) seconded (Chory) to approve the THS We the People trip to Washington D.C. as presented. Vote: unanimous in favor.
- C. Policies—First Reading
1. Public Conduct at School Sponsored Sporting Events and Activities, Policy Code 1316—Trumbull High Teacher Nick Banks reviewed the policy which had not been updated since August 2006. A paragraph was added to address good sportsmanship and other changes were made to strengthen wording. Discussion ensued regarding crowd control, having signs regarding behavior and several Board members suggested minor wording changes. The policy will be returned to the Board for a second reading.
 2. School Wide Tiered Instruction and Scientific Research Based Interventions (SRBI), Policy Code 6160—Dr. Paslov conveyed that SRBI was introduced to Connecticut in August 2008 and noted that this policy addresses how Trumbull utilizes the SRBI model in providing academic and behavioral interventions in the general education classroom. This policy, adapted from the Connecticut State Department of Education’s plan, is designed to replace the following policies: Grade K-8 Modification Options Involving Instruction, Curriculum and Assessment for All Students; Instruction, Curriculum and Assessment for All Students, Grades 9-12; and Early

Intervention for High School Students. She also shared that a policy addressing modifications for special education students, Pre-K-12 will follow. Dr. Paslov reviewed the various levels of Tiered Instruction which is directed towards general education students. Discussion ensued regarding addressing behavioral interventions and guidelines used for selecting students to receive Tier II and Tier III instruction/intervention. The policy will be returned to the Board for a second reading.

- E. 2013-14 Budget Request Update/Town Appropriation Package—Superintendent Iassogna conveyed that the Town Council (TC) will be meeting on April 10, 2013 to vote on the full 2013-14 Town Budget and the Board of Finance (BOF) will meet on April 11, 2013 to address the three supplemental/bonding requests (security, technology, athletic fields) which the Town has now placed under the bonded Capital Project Improvement Plan. He shared that the First Selectman reduced the athletic request to \$500,000 to be used to replace the turf on the THS football field and that Chairman Wright asked Town Council Chair Carl Massaro to expedite a meeting of the Town Council and/or combine the meeting with the BOF to address these initiatives. He conveyed that security, technology and athletic field repairs are related to the Board's budget and reminded the Board that their budget request has been reduced by \$1,862,350; and while there may be some monies available in next year's budget from transportation and potential health insurance savings, the Board will have to determine reductions which may involve programs/staff. Mr. Iassogna suggested that the Board consider a special meeting after their April 9th meeting and before May 1, 2013 to address budget cuts that would impact personnel as that is the last day, per State Statute, to notice teachers that their contract may not be renewed for the following year due to budgetary reasons. A lengthy discussion ensued. Mrs. Chory suggested looking at a pattern of spending over the last several years which produced surplus monies at year end and use anticipated surplus monies from the current year's budget to offset budget cuts. Mr. Iassogna stated that anticipated surplus monies from the current year will be less than the previous year and the Board must decide on how to use the 1% carry over (\$874,000) from last year's budget. Mrs. Labella commented that the school infrastructure report from Connecticut Governor's appointed Task Force on school security indicated the monies for security would only be available for security enhancements incorporated into new school construction or renovation, but there may be some grant monies available. Mr. Iassogna responded that most likely no State or Federal monies would be available for the next school year. Mrs. Labella emphasized that more pressure should be put on Town Boards (BOF/TC) to address the security appropriation and that the Board would like to move forward as soon as possible to implement security measures. In reference to remarks made to the BOF that the Board could handle a \$900,000 reduction in their request before cutting programs and services, Mrs. Labella commented that the impression given was the \$900,000 was not critical to the Board's budget request. She conveyed that all items in the Board's budget are important. Mr. Iassogna responded that when reducing the budget, the first cuts are made to supplies, materials, textbooks and equipment before cutting programs/staff. Discussion ensued regarding the definition of programs as it relates to budget cuts. Mr. Iassogna reminded the Board that their budget has been reduced by \$1,862,350 and if asked, he would recommend cutting curriculum writing, materials, and supplies before reducing staff and programs, similar to what the Board has done in the past. He also conveyed that the Town Council cannot add monies to the Board's request, but can reduce it further from the BOF's recommendation. Mrs. Herbst commented that if the \$874,000 (unspent 2011-12 1% monies) were used to fund security, the Board would still have difficult decisions on what will be reduced in its request. Mrs. Chory asked that one-time expenses be identified, suggesting that the \$874,000 could be used to fund those items. More discussion ensued and Mr. Wright stated that in his opinion, the \$874,000, along with any surplus monies from the 2012-13 budget, should be used to make up the \$1,862,350 budget reduction. Mr. O'Keefe commented that using those monies to fund the 2013-14 operating budget may not cause a funding cliff if the Board/Town becomes self-

insured (health benefits) which may provide the Board with a savings of approximately \$1,300,000 for 2014-15. He recommended that the Board use the \$874,000 to fund the 2013-14 operating budget. Discussion ensued regarding reductions in the 2013-14 budget, bonding technology initiatives, and self-insurance. Mr. Ward stated that he supports the Business Administrator's recommendation. Mr. Kelly reviewed the timeline of the multiple Board requests to the BOF for supplemental appropriation /bonding requests and stated that the Town has decided to put all initiatives (security, technology, athletic fields) into a bonding request, even though the Board requested a supplemental [special] appropriation for security. He reviewed voting procedures for the BOF and TC and commented that Town Charter had not been followed with regard to requests for supplemental appropriations. Mr. Kelly commented that he would like security measures to be implemented immediately and suggested that it be conveyed to the BOF and TC to expediently act on the Board's requests, especially security. He expressed concerns with reducing the amount of the athletic fields request as it may impact safety of athletes and costs. Mr. Kelly also conveyed that the BOF and TC should review the three initiatives per the language/content of the Board's request. Discussion ensued regarding the minutes of the February 26, 2013 meeting and the action taken on the security proposal. Mrs. Chory stated that she thought she was voting for a bonding request [for security], not supplemental appropriation, and would not have supported the request for a supplemental appropriation. Mrs. Labella responded by reading two motions from the minutes of the February 26, 2013 meeting [approval of Security Proposal and request to Town Boards for expedited meetings to address the three initiatives (security, technology, athletic fields)]. More discussion ensued regarding the three supplemental appropriation/bonding requests to the First Selectman/BOF, the lack of a response from them, and procedures not followed according to the Town Charter. Mr. Kelly asked the Superintendent to stress to the BOF to consider the security proposal as a special/supplemental appropriation and would like the [Town Charter] process to be followed. Mr. Iassogna conveyed that Town Finance Director Maria Pires informed him that all three proposals will fall under the [bonded] Capital [Projects] Improvement Plan. Mr. Kelly asked that the Board be provided with an explanation under the auspices of Town Charter as to why all three proposals were put into the Capital Improvement Plan. He also commented that we [Trumbull] have a Town Charter which should be followed and asked the Superintendent to follow through with Town. Mr. Iassogna again suggested, and Chairman Wright agreed, that the Board conduct a special meeting on April 23 or 30, 2013 to address the 2013-14 budget.

Agenda Item VII—Receive and File

These items were received and filed.

Adjournment

Board Members gave unanimous consent to adjourn the Public Session at 9:55 p.m.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – April 9, 2013

Mrs. Fisher

Agenda Item –IV-A-1

Second Reading
Interscholastic Athletics,
Policy Code 5150

This policy was presented to the Board for a first reading on March 12, 2013. While there were no changes from the Board, PAC again reviewed it. Wording was added to clarify an athlete's return to play after an injury or illness.

This policy is being presented to the Board for a Second Reading and approval.

**PAC changes with strikethroughs
and new wording bolded and
highlighted in green.**

Recommendation:

Approve Interscholastic Athletics,
Policy Code 5150 as presented

Second Reading (4/9/13)—PAC changes include strikethroughs and new wording bolded and highlighted in green.

INTERSCHOLASTIC ATHLETICS

Policy

It is the policy of the Trumbull Board of Education and the mission of the Trumbull Schools' Interscholastic Athletic Program in conjunction with the Connecticut Interscholastic Athletic Conference (CIAC) to provide foundations necessary for promoting positive personal growth and experiences, stimulating academic performance and empowering students to develop their highest potential at a highly competitive level. The implementation of a well-rounded interscholastic athletic program fosters advanced physical skills, good sportsmanship, growth and commitment. Comparable interscholastic athletic opportunities for students of both sexes will be offered.

Athletic participation is considered a privilege and not a right.

Adopted: 03/11/97
Approved Revisions: 04/03/01, 08/05/03
05/18/04, 06/03/08, 4/?/13

Regulations

I. Organizational Structure

A. Board of Education

The Board of Education, responsible to the people, is the ruling agency for the Trumbull Public Schools. It is responsible for interpreting the needs of the community and requirements of the interscholastic athletic program.

B. Superintendent of Schools

The Superintendent and/or his/her designee is responsible for administering the schools according to adopted policies of the Board of Education, rules and regulations of the State Department of Education, the CIAC, the Fairfield County Interscholastic Athletic Conference (FCIAC) and in accordance with State Statutes. It is his/her duty to establish a definitive school interscholastic athletic policy and to have an understanding of that policy. The Superintendent and/or his/her designee shall represent the school district in its dealings with other school systems, social institutions and businesses. Delegation of his/her authority is made through the high school principal to the Athletic Director.

C. School Principal

The school principal is the official school representative in matters dealing with the Trumbull Public Schools' Athletic Department, the CIAC and the FCIAC. The principal is solely responsible for any official action taken by his/her school. He/she also coordinates the school athletic program with other school activities.

D. Athletic Director

The Athletic Director is directly responsible to the principal and the Superintendent and/or his/her designee. The primary responsibility of the Athletic Director is the administration and supervision of the interscholastic athletic program in the Trumbull Public Schools, which includes enforcement of Board of Education policies. The Athletic Director's duties will be those included in, but not limited to, his/her job description. Establishing safety measures for athletic activities and events and the participants of these activities and events is part of his/her primary responsibility.

E. Coaching Staff

All coaches shall be responsible to the Athletic Director for the total operation of their respective interscholastic sports programs. Coaches shall act as official representatives of the school as they carry out their interscholastic athletic responsibilities. Coaches will be responsible for the normal duties required of interscholastic competition as described in, but not limited to, the coaches' job description, and/or any duties delegated by the Athletic Director including the guidance and supervision of students in their charge.

Regulations cont'd

II. Eligibility

All student athletes must abide by the CIAC Rules of Eligibility (an overview of these rules and regulations are included herein). Before becoming a Trumbull Public Schools' interscholastic athlete participant, each interested student must submit a permission slip (Appendix A) which can be found online (www.trumbullps.org) or obtained from the Athletic Office. Both the student and parent/guardian are required to read and sign this document. This form is included in an informational packet which will be distributed to all perspective athletes (Appendix A).

A. Permission

A student who wants to participate in interscholastic athletics must obtain his/her parent/guardian written consent if under the age of 18.

B. Medical

1. All students must pass a physical (within thirteen months) provided by a physician before they are allowed to try out for an interscholastic athletic team. Ninth graders can use the State of Connecticut Department of Education Health Assessment record (Blue Form). All other students must submit the Trumbull Public Schools' Department of Athletics Physical Examination Form (Appendix B) which can be found online or obtained from the Athletic Office.
2. Prior to any student being permitted to try out for any sport, completed Parent/guardian Permission Slip, Emergency Card and Emergency Medical Authorization forms must be received by the head coach. Such documents are to be kept on file with the individual coach and trainer. A copy will also be kept in the medicine kit and travel with the team.
3. All medical forms will be reviewed by the school nurse and will be kept on file in the school nurse's office.

4. Any student sustaining an injury or developing an illness during the sport season must provide a medical release from a personal physician in order to return to the sport for the remainder of the season, or to another sport for the following season. A medical release signed by the personal physician will be reviewed by the school nurse, the trainer, and the Athletic Director, who will determine whether, in their discretion, the student may return to the sport for the remainder of the sport season, or to another sport for the following season. (Appendix C)

C. Academics

1. All students (candidates) must PASS a minimum of four (4) Carnegie Units of work or its equivalent in the previous marking period in order to try out for an interscholastic athletic team as per CIAC rules. A Carnegie Unit is a course scheduled a minimum of 200 minutes during a period of five consecutive school days for a traditional nine-week marking period and awards at least ¼ credit for that period.

Regulations cont'd.

2. A pupil cannot at any time represent a school unless taking at least four (4) quarter Carnegie Units of work or its equivalent. During the school year, a pupil must have received a passing mark in at least four (4) quarter Carnegie Units of work or its equivalent at the end of the regular marking period next preceding the contest. Student eligibility will be determined for all students on the date that report cards are distributed or on the fourteenth calendar day following the end of the marking period, whichever comes first. No Carnegie Unit or equivalent for which the pupil has already received credit shall be included in those required by this rule.

If scheduling assigns an athlete less than four (4) units of work in a marking period, that student is ineligible unless additional courses needed are added to the schedule.

3. A student is ineligible if he/she receives in any subject an effort grade of a four (4) or totally unsatisfactory effort grade as is presently stated on the student's report card. After a two (2) week period, a coach may contact the classroom teacher to verify if student performance has improved. If performance has improved, the coach may consider reinstatement as an active member of the team.
4. A student is ineligible if he/she received a failing grade in a physical education course including the health component.
5. Scholastic failures cannot be made up for eligibility purposes in any manner until the next report card, except that credits earned during the summer by any regularly approved Board of Education procedure will be accepted for the purpose of determining the eligibility of pupils desiring to participate in the athletic program of the school in September. Scholastic incompletes must be made up within ten (10) school days following the date that student eligibility was determined for the respective marking period as defined above. Incomplete grades are not to be considered as passing grades.
6. Marking period grades (not semester grades) are to be used in determining scholastic eligibility to participate in interscholastic athletics during any given marking period. To be eligible for fall sports, a student must have received credit toward graduation of four (4) Carnegie Units of work the previous spring for which he/she has not previously received credit. The final academic grade average determines fall eligibility. Semester courses or mini courses completed earlier in the school year may be counted toward the four (4) units used in determining eligibility for the fall season. Year-end failures may be made up through successful completion of Local Education Agency (LEA) approved summer school work in courses failed.

D. Athletic Insurance

Interscholastic sports participants are required to pay into an Accident Medical Insurance Plan purchased by the Trumbull Board of Education. Insurance fees, applicable only to sports, must be paid prior to a student trying out for a team. This insurance fee, a one time charge for the school years regardless of the number of

Regulations cont'd.

sports in which a student participates, is non-refundable. The plan covers team players, managers and cheerleaders for accidental injuries resulting from playing, practicing or traveling to or from any interscholastic sport activity. The plan is an "excess" type benefit that picks up where other coverage leaves off and, as such, pays only the medical expenses not reimbursable under other coverage. Insurance information will be distributed in the informational packet provided to all prospective athletes (Appendix A).

III. Disqualifications and Penalties

The administration of the respective school, the Athletic Director, and the Superintendent and/or his/her designee retain the right and responsibility to enforce all rules and regulations, to render final decisions on all matters pertaining to student participation, eligibility, awards, and any other matters that pertain to athletic activities or school discipline. Suspension or termination of the participation privilege is within the discretion of the Athletic Director and the school administration.

A. Disqualifications

The Trumbull Public Schools' Standard of Conduct Policy is in effect for the entire school year from the onset of the first preseason practice/activity to the last school day activities as described in the student handbook. For any infraction(s) of the Standard of Conduct policy, student athletes will be subject to disciplinary action by the Athletic Department, in conjunction with administrative disciplinary action. Out of season violations of this policy may affect in season participation as determined by the Administration/Athletic Director.

The following are specific points called to the attention of all athletes, because they can be considered sufficient reason for disqualification or suspension from athletic participation.

1. Doing unsatisfactory scholastic work through lack of effort, failure to be attentive in class, poor attendance in class, or disrespect shown to faculty or staff.
2. Excessive absences from school (according to Trumbull Public Schools' attendance policies) or excessive tardiness during the season of a sport for other than legitimate medical reasons. Fatigue following athletic contests is not considered a legitimate excuse. Students are allowed a reasonable number of excused absences from school, without penalties, to observe religious holidays within their traditions. Students are allowed to refrain from participating in club or sports activities, without penalties, to observe religious holidays within their traditions.
3. Unsportsmanlike conduct or discourtesy toward opponents, officials or fellow students/coaches at home or away.
4. Bullying and/or hazing of others at any time.

Regulations cont'd.

5. Any destruction of school property, such as but not limited to locker rooms, showers, athletic equipment, etc.
6. Any athlete who is involved with the use and/or possession of drugs, weapons, alcohol, performance enhancing drugs, or tobacco products is subject to suspension, disqualification and/or expulsion from school.
7. Failure to submit valid reasons for absence or tardiness to the Head Coach. This applies to games and practice sessions.
8. Concealing illness or injuries sustained in practice or games, or delaying in the report of such injuries for treatment. See ~~Injury Report Procedures~~ and Return to Play Form. (Appendix C)
9. Failure to respect the property rights of another by taking or misusing what belongs to him/her without their permission.
10. Failure to wear appropriate attire at school as determined by the coach on game day or day prior to the game.
11. Failure to observe training regulations stipulated by the head coach and/or Athletic Director including improper diet or rest conditions.

B. Penalties

Factors that are pertinent to determining penalties may include but are not limited to:

- Prior record of misconduct;
 - Consent to and compliance with appropriate therapeutic/behavioral intervention(s);
 - Proximity of the misconduct to the beginning of the athletic season – i.e., misconduct occurring within thirty (30) days of the onset of the season will jeopardize athletic standing.
1. First Offense
A student, after confirmation of the offense, will be put on probation from a minimum of seven (7) calendar days to a maximum of fourteen (14) calendar days. This will be determined by the Athletic Director and the coach. During this probationary period, the student:
 - a. will not practice or travel with the team;
 - b. will not participate in any competition/performances;
 - c. loses all awards for the season;

Regulations cont'd.

- d. will attend a meeting with parent/guardian, coach and the Athletic Director/Administrator representative before reinstatement to the team; and,
 - e. will deliver an apology to his/her team in the presence of the coaching staff.
2. **Second Offense**
The student, after confirmation of a second offense during the same school year, will be suspended from participation for the remainder of the current sport season.
3. **Third Offense**
A confirmed third offense in the same school year will disqualify the individual for the remainder of the school year. In addition, the student:
- a. will meet with parent/guardian, coach, Athletic Director and principal, and
 - b. will be required to meet with guidance for counseling.

C. Appeals Process

A student may appeal decisions in writing to the Athletic Director or principal. Before participation may resume, the student must have a conference with his/her coach/advisor. The student is responsible for scheduling this meeting. Appeals beyond the principal should be addressed to the Superintendent of Schools and/or his/her designee.

IV. Travel

Participants in school athletic events, for which transportation is provided, are required to travel to the event and return on school supplied transportation. A request for exceptions to this rule must be made to the Athletic Director and may be allowed only with advance written permission from the Athletic Director, who will grant exceptions only for emergencies, extreme hardships, or other unusual, extenuating circumstances. (Appendix D)

Certain sports require that practices and home athletic contests be held at off-campus sites. For student athletes participating in these sports a Private Transportation Form (Appendix E) must be completed and signed by parent/guardian prior to the start of the season. Any time there is a change in driver or if an emergency arises, a new form must be completed and submitted to the Head Coach prior to that individual driving to a practice or contest. Additionally, in accordance with Policy 3541.4 Use of Privately owned Vehicles, the Student/Teacher/Parent Driver Form (Appendix F) must be completed by the driver.

V. Additional Rules and Procedures

- A. Unexcused absences from school on the day of an athletic contest or practice will automatically disqualify a student from participation in that practice or game. In order to practice/play, a student must be in school for at least one-half the school day. A family or personal absence is acceptable providing it has been approved previously by the Athletic Director and coach.

Regulations cont'd.

- B. If a student athlete loses equipment/uniforms, no athletic award, further equipment, or in the case of seniors, diploma will be issued until the student's financial obligation is met.
- C. Any additional rules and procedures may be established by the coach/advisor within the guidelines for participation listed above. Consequences for violation of additional rules and procedures shall be determined by the coach/advisor with prior verbal and written descriptions at the beginning of the season/activity. Upon return from an expulsion, the student's future athletic eligibility will be at the discretion of the Athletic Director and the school administration.

V. Inquiry and Personal Concern Procedures

Student athletes and their parent/guardian are encouraged to discuss personal concerns about the interscholastic program so that small problems and misunderstandings do not become major issues. The following procedures are meant to ease the process.

A. Student/Athlete Procedures:

- 1. Student athletes are encouraged to discuss their personal concerns with their respective coaches during non-practice time.
- 2. The Athletic Director is available by appointment to discuss concerns.
- 3. An appointed school counselor is also available to discuss concerns.

B. Parent/Guardian Procedures:

- 1. Parent/guardians are to call the respective coach for an appointment to discuss an inquiry during the sport's season. Discussions are held in the Athletic Department Office as opposed to fields or courts
- 2. An inquiry that has not been resolved by the respective coach may be brought to the attention of the following personnel, in the order given: Athletic Director; School Principal; and the Superintendent and/or his/her designee, by making an appointment.

VII. Chemical Health

The Trumbull Board of Education, in principle, accepts the CIAC Board of Control approved policy on Chemical Health.

5150-Interscholastic Athletic Policy

References

- Connecticut General Statutes Sec. 10-204a and 10-206
- CIAC Handbook
- Trumbull Public Schools Coach's Manual
- Trumbull Board of Education Policies:
 - Protected Prayer, Policy Code: 6115.1
 - Standard of Conduct, Policy Code: 5131
 - Sexual Harassment of Students, Policy Code: 5131.4
 - Hazing, Policy Code: 5131.91
 - Bullying, Policy Code: 5131.911
 - Student Absences and Procedures Grades K-8, Policy Code: 5113.1
 - High School Attendance/Loss of Credit, Policy Code: 5113
 - Drug and Alcohol, Policy Code: 6164.11
 - Student No Smoking and Tobacco Products Use, Policy Code 5116
 - Administration of Medication by School Personnel, Policy Code: 5141.21
 - Public Conduct at School Activities, Policy Code: 1316
 - Use of Privately Owned Vehicles, Policy Code: 3541.4
 - Care of Instructional Materials, Policy Code 6161.2

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

RETURN TO YOUR COACH

PARENT/GUARDIANS:

This form must be received by the candidate's head coach before a tryout is permitted.

TRUMBULL HIGH SCHOOL
HILLCREST MIDDLE SCHOOL – MADISON MIDDLE SCHOOL

PARENT/GUARDIAN PERMISSION SLIP

Home Phone _____ Cell Phone _____ Student's # _____

Address _____ Student's H.R. _____

Student's Grade _____ Student's DOB _____

Name of school attended last year _____

City _____ State _____

I hereby give permission for my son/daughter _____

Print last, first name

to try out and to play _____. I also give permission for him/her to be transported by private cars or buses provided by the school for any such activity. In the event of an injury, contact the individuals listed on the attached Emergency Card.

INFORMED CONSENT AND RELEASE OF LIABILITY: Participation, in all sports, requires an acceptance of possible injury. The athlete and parent/guardian must be aware that by participation in interscholastic athletics and/or intramurals you are in a position to make an informed decision for participation in physical fitness activities and competitive sports. In giving your consent, you are aware that the risk of injury may be severe, including the risk of fractures, brain injuries, paralysis or even death. We hereby hold the Trumbull Board of Education, the Trumbull Public Schools, the Town of Trumbull and any of their employees or agents harmless from and against any liability whatsoever to us, to our child _____, or to our heirs, assigns or personal representatives for personal injury. This shall include, but is not limited to, injury, death or sickness occurring in connection with or aggravated by _____'s participation in the interscholastic sports program and any consequences resulting directly or indirectly from that program.

Parent/guardian Date

WE (PARENT/GUARDIANS/STUDENT-ATHLETE) HAVE READ THE PROCEDURES FOR INTERSCHOLASTIC PARTICIPATION AND ARE RESPONSIBLE FOR ALL RULES, REGULATIONS AND POLICIES OF THE TRUMBULL PUBLIC SCHOOLS.

WE (PARENT/GUARDIAN/STUDENT-ATHLETE) HAVE READ THE HAZING/ BULLYING DEFINITIONS AND REPORTING PROCEDURES FOR ALL TRUMBULL ATHLETIC TEAMS.

WE (PARENT/GUARDIAN/STUDENT-ATHLETE) AGREE TO COMPLY WITH ALL RULES AND REGULATIONS OF TRUMBULL HIGH SCHOOL AND THE CIAC REGARDING ELIGIBILITY INCLUDING THOSE SPECIFIED GOVERNING THE USE OF PROHIBITED SUBSTANCES, IN PARTICULAR ALCOHOL, DRUGS, TOBACCO AND PERFORMANCE ENHANCING PRODUCTS. VIOLATORS MAY FACE SUSPENSION OR DISMISSAL FROM ALL SPORTS ACTIVITIES.

Athlete Parent/guardian Date

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

EMERGENCY CARD

STUDENTS

Name _____ (Last) (First) (Middle)	Grade _____ Home Rm. _____ Date _____
Address _____	Date of Birth _____
Parent or Guardian _____	Phone _____
Father's Employment _____	Phone _____
Mother's Employment _____	Phone _____
In case of emergency call first: _____	Phone _____
If above cannot be located: (1 st choice neighbor) _____	Phone _____
(2 nd choice) _____	Phone _____
Family Physician (1 st choice) _____	Phone _____
(2 nd choice) _____	Phone _____
Family Dentist _____	Phone _____

If the physicians of your choice cannot be reached, a school physician or other medical professionals may be called upon to administer medical treatment.

Does your child have any medical condition that we should be aware of for his/her health and safety?

YES _____ NO _____ If YES, please explain _____

Signature of
Parent/guardian _____

EMERGENCY MEDICAL AUTHORIZATION

In the event that reasonable attempts to contact me (parent/guardian) or the other names listed have been unsuccessful, I hereby give my consent for the administration of any and all medically necessary emergency treatment.

DATE _____

Signature of Parent or Guardian

08/05/03

-TRUMBULL HIGH SCHOOL-
HILLCREST MIDDLE SCHOOL MADISON MIDDLE SCHOOL
(These Athletic Department Rules Pertain to Grades 6-12)

ATHLETIC DEPARTMENT MEDICAL & ELIGIBILITY REQUIREMENTS

MEDICAL

1. All students must pass a physical (within thirteen months) provided by a physician before they are allowed to try out for an interscholastic athletic team.
2. Prior to any student being permitted to try out for any sport, completed Parent/Guardian Permission Slip, Emergency Card and Emergency Medical Authorization forms must be received by the head coach. Such documents are to be kept on file with the head coach and trainer.

ACADEMICS

1. All students (candidates) must PASS a minimum of four (4) Carnegie Units of work or its equivalent in the previous marking period in order to try out for an interscholastic athletic team as per CIAC rules. A Carnegie Unit is a course scheduled a minimum of 200 minutes during a period of five consecutive school days for a traditional nine-week marking period and awards at least ¼ credit for that period.
2. A pupil cannot at any time represent a school unless taking at least four (4) quarter Carnegie Units of work or its equivalent. During the school year, a pupil must have received a passing mark in at least four (4) quarter Carnegie Units of work or its equivalent at the end of the regular marking period next preceding the contest. Student eligibility will be determined for all students on the date that report cards are distributed or on the fourteenth calendar day following the end of the marking period, which ever comes first. No Carnegie Unit or equivalent for which the pupil has already received credit shall be included in those required by this rule. If scheduling assigns an athlete less than four (4) units of work in a marking period, that student is ineligible unless additional courses needed are added to the schedule.
3. A student is ineligible if he/she receives in any subject an effort grade of a four (4) or totally unsatisfactory effort grade as is presently stated on the student's report card. After a two (2) week period, a coach may contact the classroom teacher to verify if student performance has improved. If performance has improved, the coach may consider reinstatement as an active member of the team.
4. A student is ineligible if he/she received a failing grade in a physical education course including the health component.
5. Scholastic failures cannot be made up for eligibility purposes in any manner until the next report card, except that credits earned during the summer by any regularly approved Board of Education procedure will be accepted for the purpose of determining the eligibility of pupils desiring to participate in the athletic program of the school in September. Scholastic incompletes must be made up within ten (10) school days following the date that student eligibility was determined for the respective marking period as defined above. Incomplete grades are not to be considered as passing grades.

6. Marking period grades (not semester grades) are to be used in determining scholastic eligibility to participate in interscholastic athletics during any given marking period. To be eligible for fall sports, a student must have received credit toward graduation of four (4) Carnegie Units of work the previous spring for which he/she has not previously received credit. The final academic grade average determines fall eligibility. Semester courses or mini courses completed earlier in the school year may be counted toward the four (4) units used in determining eligibility for the fall season. Year-end failures may be made up through successful completion of Local Education Agency (LEA) approved summer school work in courses failed.

ELIGIBILITY REQUIREMENTS

1. A student is ineligible if he/she received a failing grade in a physical education course including the health component.
2. The student shall not have reached his/her twentieth (20th) birthday. A student-athlete will not be allowed to start a season as defined in Article IX, Section II.D of the CIAC bylaws, or compete during a season in which his twentieth (20th) birthday falls.
3. A student has eight (8) consecutive semesters or four (4) consecutive years of eligibility from the date of entry into the ninth grade to be eligible for interscholastic competition. Date of entry is defined as the first date of enrollment as a grade 9 student taking four (4) or more high school subjects. Students who are not eligible or elect not to participate do not preserve additional semesters for use at a later time. That is, there is no fifth year of eligibility per se.
4. A student who transfers from a school to a CIAC member school during grades 10, 11, or 12 without at the same time changing legal residence to another school district or school service area, must complete one year (365 days) of approved membership before becoming eligible for interscholastic competition in the same sport in which he/she was a participant in the present or preceding season during grades 10, 11, or 12 on the junior varsity or the varsity team.
5. A student cannot participate with an outside team in the same sport that he/she participates in at the high school during the same season.

ATHLETIC DEPARTMENT DISQUALIFICATION AND PENALTIES

The administration of the respective school, the Athletic Director, and the Superintendent and/or his/her designee retain the right and responsibility to enforce all rules and regulations, to render final decisions on all matters pertaining to student participation, eligibility, awards, and any other matters that pertain to athletic activities or school discipline. Suspension or termination of the participation privilege is within the discretion of the Athletic Director and the school administration. Athletic participation is a “privilege” and not a “right”.

Disqualifications

The Trumbull Public Schools’ Standard of Conduct Policy is in effect the entire school year from the onset of the first season practice/activity to the last school day activity as described in the student handbook. For any infraction(s) of the Standard of Conduct policy, student/athletes will be subject to disciplinary action by the Athletic Department, in conjunction with administrative disciplinary action. Out of season violations of this policy may affect in season participation as determined by the Administration/Athletic Director.

The following are specific points called to the attention of all athletes, because they can be considered sufficient reason for disqualification or suspension from athletic participation.

1. Doing unsatisfactory scholastic work through lack of effort, failure to be attentive in class, poor attendance in class, or disrespect shown to faculty or staff.
2. Excessive absences from school (according to Trumbull Public Schools' attendance policies) or excessive tardiness during the season of a sport for other than legitimate medical reasons. Fatigue following athletic contests is not considered a legitimate excuse. Students are allowed a reasonable number of excused absences from school, without penalties, to observe religious holidays within their traditions. Students are allowed to refrain from participating in club or sports activities, without penalties, to observe religious holidays within their traditions.
3. Unsportsmanlike conduct or discourtesy toward opponents, officials or fellow students/coaches at home or away.
4. Bullying and/or hazing of others at any time.
5. Any destruction of school property, such as but not limited to locker rooms, showers, athletic equipment, etc.
6. Any athlete who is involved with the use and/or possession of drugs, weapons, alcohol, performance enhancing drugs, or tobacco products is subject to suspension, disqualification and/or expulsion from school.
7. Failure to submit valid reasons for absence or tardiness to the Head Coach. This applies to games and practice sessions.
8. Concealing illness or injuries sustained in practice or games, or delaying in the report of such injuries for treatment. See Injury Report Procedures and Return to Play Form (Appendix C)
9. Failure to respect the property rights of another by taking or misusing what belongs to him/her without their permission.
10. Failure to wear appropriate attire at school as determined by the coach on game day or day prior to the game.
11. Failure to observe training regulations stipulated by the head coach and/or Athletic Director including improper diet or rest conditions.

Penalties

Factors that are pertinent to determining penalties may include but are not limited to:

- Prior record of substance misconduct;
- Consent to and compliance with appropriate therapeutic/behavioral intervention(s);
- Proximity of the misconduct to the beginning of the athletic season – i.e., misconduct occurring within 30 days of the onset of the season will jeopardize athletic standing.

1. First Offense

A student, after confirmation of the offense, will be put on probation from a minimum of seven (7) calendar days to a maximum of fourteen (14) calendar days. This will be determined by the Athletic Director and the coach. During this probationary period, the student:

- a. will not practice or travel with the team;
- b. will not participate in any competition/performances;
- c. loses all awards for the season;
- d. will attend a meeting with parent/guardian, coach, and the Athletic Director/Administrator representative before reinstatement to the team; and,
- e. will deliver an apology to his/her team in the presence of the coaching staff.

2. Second Offense

The student, after confirmation of a second offense during the same school year, will be suspended from participation for the remainder of the current sport season.

3. Third Offense

A confirmed third offense in the same school year will disqualify the individual for the remainder of the school year. In addition, the student:

- a. will meet with parent/guardian, coach, Athletic Director and principal, and
- b. will be required to meet with guidance for counseling.

Appeals Process:

A student may appeal decisions in writing to the Athletic Director or principal. Before participation may resume, the student must have a conference with his/her coach/advisor. The student is responsible for scheduling this meeting. Appeals beyond the principal should be addressed to the Superintendent of Schools and/or his/her designee.

Additional Rules and Procedures:

1. Unexcused absences from school on the day of an athletic contest or practice will automatically disqualify a student from the participation in that practice or game. In order to practice/play, a student must be in school for at least one-half the school day. A family or personal absence is acceptable providing it has been approved previously by the AD and coach.
2. If a student athlete loses equipment/uniforms, no athletic award, further equipment, or in the case of seniors, diploma will be issued until the student's financial obligation is met.
3. Any additional rules and procedures may be established by the coach/advisor within the guidelines for participation listed above. Consequences for violation of additional rules and procedures shall be determined by the coach/advisor with prior verbal and written descriptions at the beginning of the season/activity. Upon return from an expulsion, the student's future athletic eligibility will be at the discretion of the Athletic Director and the School Administration.

Athletic Department Communication Procedures

While we expect all of our programs to run smoothly, we understand that there are times student-athletes and parent/guardian may have concerns with the way things are going. Therefore we have set up a communication procedure to effectively resolve any issues before they become problems.

At any time, a parent/guardian may discuss with a coach the following:

1. Mental and physical treatment of your child
2. Ways in which your child can improve
3. General concerns about your child's behavior

While the above are certainly important topics that should be discussed both openly and professionally, the following list must be left up to the discretion of the coach and are not open for discussion:

1. Playing time
2. Tryout procedures/selection of team members
3. Team strategy/play calling
4. Performance of other student athletes
5. Selection of captains
6. Selection of those to receive special awards

It is also important that the established chain of communication is followed. General issues that can occur should be handled in the following order:

Student/Athlete Procedures:

Student athletes are encouraged to discuss their personal concerns with their respective coaches during non-practice time.

1. The Athletic Director is available by appointment to discuss concerns.
2. An appointed school counselor is also available to discuss concerns.

Parent/guardian Procedures:

1. Parent/guardians are to call the respective coach for an appointment to discuss an inquiry during the sports' season. Discussions are held in the Athletic Department Office as opposed to fields or courts.
2. An inquiry that has not been resolved by the respective coach may be brought to the attention of the following personnel, in the order given: Athletic Director; School Principal; and the Superintendent and/or his/her designee, by making an appointment.

Line of Authority (Inquiries relating to a specific sport)

1. Head coach of that sport
2. Athletic Director
3. School Principal
4. Superintendent of Schools

From the Trumbull Board of Education Hazing policy, Policy Code: 5131.91

HAZING

“Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:

I. Definition

- A. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
- B. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
- C. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- D. Any activity that intimidates or threatens the student with ostracism, that subjects the student to stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
- E. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.

II. Reporting Procedures

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct, which may constitute hazing, shall report the alleged acts immediately to an appropriate school district official designated by this policy.
- B. The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to the Assistant Superintendent or to the Superintendent.
- C. Teachers, coaches, athletic directors, administrators, volunteers, contractors, and other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building principal immediately.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter’s future employment, grades, work assignments or activity participation (i.e. clubs; athletics; band; etc.).

From the Trumbull Board of Education Bullying Prevention and Intervention policy, Policy Code: 5131.911

BULLYING PREVENTION AND INTERVENTION

The Trumbull Board of Education is committed to creating and maintaining an educational environment that is physically, emotionally and intellectually safe and thus free from bullying, harassment and discrimination. In accordance with state law and the Board's Safe School Climate Plan, the Board expressly prohibits any form of bullying behavior on school grounds; at a school-sponsored or school-related activity, function or program, whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by a local or regional board of education; or through the use of an electronic device or an electronic mobile device owned, leased or used by Board of Education.

For purposes of this policy, "Bullying" means the repeated use by one or more students of a written, verbal or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:

- 1) causes physical or emotional harm to such student or damage to such student's property;
- 2) places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
- 3) creates a hostile environment at school for such student;
- 4) infringes on the rights of such student at school; or
- 5) substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but not be limited to, a written, verbal or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

For purposes of this policy, "Cyberbullying" means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

Trumbull Board of Education Bullying Prevention and Intervention (Policy Code: 5131.911) sets forth the procedures for reporting incidents of bullying in detail, and is available to students and their parent/guardians/guardians upon request. This policy can be found on the Trumbull Public Schools' website under Board of Education at www.trumbullps.org.

**TRUMBULL HIGH SCHOOL
DEPARTMENT OF INTERSCHOLASTIC ATHLETICS
PHYSICAL EXAM FORM**

PARENTS: THIS FORM MUST BE SUBMITTED FOR ALL STUDENT ATHLETES. ONLY NINTH (9TH) GRADE STUDENTS MAY USE THE BLUE HEALTH ASSESSMENT RECORD SUBMITTED FOR THEIR MANDATORY SCHOOL PHYSICAL. Your medical provider **MUST** fill out this *Athletics Physical Examination Form* in order for your child to participate in a sport at Trumbull High School. Regardless of the information included in your child's health assessment, we still need to have this *Athletics Physical Examination Form* completed by the doctor. ♦THERE ARE NO EXCEPTIONS TO THIS POLICY♦

To be completed by physician or health care provider only.

Male Female

Student's Last Name Student's First Name Grade

Student's Address

PLEASE CIRCLE 'YES' OR 'NO' TO EACH OF THE FOLLOWING:

1. Heart condition?.....Yes/No Cleared to play?..... Yes/No
2. Lung Condition?.....Yes/No Cleared to play?.....Yes/No
3. Evidence of Hernia?.....Yes/No Cleared to play?..... Yes/No
4. Musculoskeletal Condition?....Yes/No Cleared to play?..... Yes/No
5. If yes to any of the above, please list below details of the condition. Please also list other condition(s) that might affect the health of the student in athletic competition:

6. List any restriction(s) to competition:

Provider's signature and signature/office stamp must be present on this form for the student to be eligible to participate in the THS interscholastic athletics program.

I certify that I have examined the above student athlete on the date noted below, and recommend him/her as being physically able to compete in the Trumbull High School Interscholastic Athletic Program.

Date of Physical: _____

Note: Sports physicals are only valid for twelve (12) months from the date entered here , at which time a new physical is required in order to continue to participate

Health Care Providers' Signature

THS ♦ 72 Strobel Road Trumbull, CT 06611 ♦ Phone: 203.452.4557 Fax: 203.452.4361

**TRUMBULL HIGH SCHOOL
DEPARTMENT OF INTERSCHOLASTICS ATHLETICS
72 Strobel Road
Trumbull, CT 06611
(203) 452-4557**

Dr. Robert Tremaglio
Principal

Michael Herbst
Athletic Director

RETURN TO PLAY FORM

Our child, _____, is returning to the interscholastic sports program following an illness or injury. We are providing a medical release permitting him/her to return to the interscholastic sports program signed by the following physician: _____.

By providing this release to you, we are again certifying that our child _____ has our permission to participate fully and without restriction in the interscholastic sports program, in the following sport(s): _____. We understand that participation in all sports requires an acceptance of possible injury which may be severe, including the risk of fractures, brain injuries, paralysis, or even death. We understand that the risk posed to _____ may be increased as a result of his/her previous injury.

We hereby hold the Trumbull Board of Education, the Trumbull Public Schools, the Town of Trumbull and any of their employees or agents harmless from and against any liability whatsoever to us, our child _____, or to our heirs, assigns or personal representatives for personal injury. This shall include, but is not limited to, injury, death or sickness occurring in connection with or aggravated by _____'s participation in the interscholastic sports program.

Parent/Guardian Signature

Date

TRUMBULL HIGH SCHOOL
DEPARTMENT OF INTERSCHOLASTIC ATHLETICS
72 Strobel Road
Trumbull, CT 06611
(203) 452-4557

Dr. Robert Tremaglio
Principal

Michael Herbst
Athletic Director

TRAVEL RELEASE

This is to certify that _____ has my permission to ride to
(Student's Name – Please Print)

and from the _____ athletic contest on _____ at _____
(Sport) (Date) (Location)

I certify that I am personally transporting the above named student or have arranged for transportation with an adult (non-student) of my choosing for this student.

Name of adult other than parent/guardian who will be driving _____

The reason for not riding the bus is _____

(Reason must be sufficiently urgent to family needs to justify not riding the bus)

I understand that the Trumbull High School Athletic rules require that students ride the bus to and from all athletic events and a departure from this requirement will release the Trumbull Board of Education from all liability for any adverse results that may occur.

NOTE: All students participating in field trips, away games and other official, school-sponsored, group events for which transportation is provided, are expected to travel to the event and return to school together, on school transportation. All participants are to remain under the supervision of the teacher(s), coach(s), other school official(s), or designated chaperone(s) at all times, until they return to school. When school transportation is provided, participating students must ride it both ways; parents, chaperones, and others must not drive students to or from the site of the event by private transportation. Exceptions to this rule may be allowed only with advance written permission from the athletic director, who will grant exceptions only for emergencies, extreme hardships, or other unusual, extenuating circumstances.

I agree to release the Trumbull Board of Education and its employees and others from all liability with reference to the above stated transportation. I also understand that if these rules are not followed and I drive my child, or he/she drives his/herself, to an athletic contest, he/she will not be allowed to compete. This form must be on file in the Athletic office prior to the dismissal of school on the day of the contest.

Signature of Parent/Guardian

Date

Signature of Athletic Director

Date

**TRUMBULL HIGH SCHOOL
DEPARTMENT OF INTERSCHOLASTIC ATHLETICS
72 STROBEL ROAD
TRUMBULL, CT 06611
(203) 452-4557**

Dr. Robert Tremaglio
Principal

Michael Herbst
Director of Athletics

PRIVATE TRANSPORTATION FORM

This is to certify that _____ has my permission to ride to and from
(Student Name)

_____ for practice or an athletic contest for the season for
(Location)

the sport of _____.

I certify that I am personally transporting the above named student or have arranged for transportation with another adult or student of my choosing for this student.

Name of adult/student other than parent/guardian who will be driving _____.
(circle one)

I understand this form will release the Trumbull Board of Education from all liability for any adverse results that may occur while driving or transporting student/athletes to local venues for practice or games.

This form must be on file in the Athletic Office prior to the start of the season for the current school year.

PLEASE NOTE: When there is any change in driver or if an emergency situation arises, a new form must be completed and submitted to the Head Coach prior to that individual driving to a practice or contest site.

Signature of Parent/Guardian

Date

08/05/03, 12/06

**TRUMBULL HIGH SCHOOL
DEPARTMENT OF INTERSCHOLASTIC ATHLETICS
72 STROBEL ROAD
TRUMBULL, CT 06611
(203) 452-4557**

Dr. Robert Tremaglio
Principal

Michael Herbst
Director of Athletics

STUDENT/TEACHER/PARENT DRIVER FORMS

Use of a Privately Owned Vehicle

NAME _____ TELEPHONE _____

ADDRESS _____ SCHOOL _____

I am aware that I must have liability insurance coverage of \$100,000/\$300,000 in order to be eligible to drive school children on field trips and that in the event of an accident, my liability insurance becomes primary – the town insurance will meet coverage where my insurance coverage terminates. Furthermore, I agree to comply with all laws relating to driving, including requiring the use of seat belts in my car. If I am a student, I will not take other students in my car unless it is allowed under the current law.

Student/Teacher/Parent/Guardian Signature _____

Date _____

Student's Age: _____

DOB: _____

Parent/Guardian Signature: _____

Signature of Parent/Guardian required if student driver is under 18
or is over 18, but is not the owner of the vehicle being used.

Insurance Carrier _____ Date of Trip(s) _____

Policy Number _____

Expiration date: _____

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – April 9, 2013

Mr. Iassogna

Agenda Item – IV-B

Self-Funding Insurance Report

As the Board of Education (and Town) are aware, there has been discussion on the possibility and feasibility of both groups moving from our fully insured Anthem Health Plan to a self-insured one.

As you will recall, Steve Rinaldi, Board Insurance Consultant, and Town Broker David Mathieu provided an overview of the self-funded plan at the Board of Finance's February 25, 2013 meeting. Since that time, the First Selectman and I had both agents fully examine and research the conversion to a self-funded plan. Mr. Rinaldi will present their analysis of the plan, including employee coverage, savings, reserves, transition and possible effective date of implementation.

Recommendation:

Review, discuss and provide direction to Central Administration and Mr. Rinaldi.

Trumbull Public Schools

Discussion of Issues Associated with Self Insurance Board of Finance Presentation - March 11, 2013

Recommendation

- Covert the Board's Medical and Dental plans to self-insurance effective 7/1/13
- Purchase individual stop loss at \$175,000 and aggregate stop loss at 110%
- Fully fund the aggregate stop loss corridor in the first year
- Enter into the appropriate agreements with the Town to facilitate the transition and operation

Sources of Savings

- Projected **gross** savings first year and growing by trend annually thereafter: \$1,437,000.
 - Virtual elimination of State Premium Tax 1.75% of total premium
 - Elimination of new ACA Insurance tax (2.5% prem 2014; 4%, 2015)
 - Reduced risk charges, profit load and other carrier retention items (3% to 5% of total cost)

Other Advantages

- May avoid most State mandated benefits (As the plan would no longer be an insurance plan)
- Investment earnings on Town held reserves and positive cash flow
- Underwriting gains retained by employer

Disadvantages

- If claims exceed projections, District must fund immediately up to ASL maximum
- Stop Loss corridor is often difficult to prefund
- Boards may divert accumulated excess claim reserves to other non-health related purposes
- Employees may press employer for exceptions
- Banking transactions more frequent and require periodic reconciliations

Next Steps

- Execute Memorandum of Understanding or similar policy statement to govern operations
- Obtain approvals from respective Town and School policy making bodies
- Notify bargaining groups (if required) of planned funding change
- Meet with plan vendors and Town/School finance staff to implement new banking procedures
- Decide how to fund corridor: budget at FI level, roll over any FY13 surplus; Town commitment, etc.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – April 9, 2013

Agenda Item – IV-C

Mr. Iassogna

Approval-Board of Education/Trumbull
Administrative Support Services Agreement

The Board of Education's negotiation team headed by Attorney Floyd Dugas is proposing acceptance of a 5-year agreement with the 48 member support (secretarial) unit. The following is a synopsis of the key changes.

1. Length – This agreement will be in effect from July 1, 2011 through June 30, 2016.

2. Wages Costs

2011-12	0%	0
2012-13	2.0%	\$44,371
2013-14	2.25%	\$50,915
2014-15	2.25%	\$52,062
2015-16	2.50%	\$59,147

3. Insurance

- Plan Design – employees will assume the same plan as all other units, including teachers and administrators.

- Cost Sharing (currently 13%)

Savings

2011-12	13.0%	\$2,684
2012-13	14.0%	\$2,841
2013-14	14.5%	\$3,295
2014-15	15.0%	\$3,748
2015-16	15.5%	\$4,260

4. Pensions

- New hires after July 1, 2013 are not eligible for the pension; rather, they will participate in the Defined Contribution Plan.
- Employee contribution to Pension or DCP will increase from current 4.5% to 5.0%, effective July 1, 2015.

5. Other Material Changes

- Article III, Section 3.1, Summer Hours – Effective the last day of the contract, secretaries will no longer be paid eight hours in the summer and allowed to leave 1 hour early. They will work the full eight hours.
- Article III, Section 3.2 – Bargaining unit members get first opportunity to perform clerical work during school vacation and summer breaks (as opposed to temps).
- Article III, Section 3.10 – Direct deposit will be mandatory for new hires.
- Insurance waivers increased to parity levels of other bargaining units.

Recommendation:

Discuss and approve Board/Trumbull Administrative Support Services Agreement as outlined above and dated July 1, 2011 through June 30, 2016.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, April 9, 2013

Mr. Iassogna

Agenda Item IV-D

A. Non-Renewal of Non-Tenured Staff

Prior to May 1 of any given year, the Board of Education is asked to non-renew the contracts of non-tenured staff whose employment may not continue. This year, at this time, the non-renewal process will involve 9 long-term replacement teachers, individuals who were hired for the 2012-13 school year in a position of fixed duration.

It is the opinion of the Superintendent that the non-renewals recommended fall within the scope of the statutory teacher employment and tenure provisions, Section 10-151 of the Connecticut General Statutes; and are consistent with provisions of the TEA Agreement applicable to non-renewals of non-tenured and Long Term Replacement teachers.

Also, please note that it may be necessary to revisit this agenda item at a Special Meeting once the final budget numbers are known.

Recommendation:

Non-Renew

Move that pursuant to the Connecticut General Statutes 10-151, the Trumbull Board of Education non-renew the teaching contracts of the following staff at the end of the 2012-13 school year as recommended by the Superintendent:

Long Term Replacements

Emily Cooper
Judith Holst
Betsey Honychurch
John LaBarca
John Matthews (.40)
Mary Moore (.60)
Marion Sperry (.75)
Kevin Slater
Rachel Tuttle

and further move, that the Superintendent of Schools be directed to communicate this action of the Board in writing to the above-named teachers and that the Superintendent of Schools be authorized to respond on behalf of the Board of Education to any requests which may be forthcoming from these teachers or their representatives pursuant to Connecticut General Statutes 10-151.

**TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT**

Report to the Board of Education
Regular Meeting – April 9, 2013

Dr. Gary Cialfi, Ms. Jacqueline Norcel, Paula Teixeira

Agenda Item IV-E

Approval/Administrator and Teacher Supervision,
Evaluation, and Professional Learning Plans

The newly developed Trumbull Administrator and separate Teacher Supervision, Evaluation, Professional Learning Plans are attached for review and approval for implementation in the 2013-2014 school year.

Both the Administrator Plan and the Teacher Plan include significant professional learning opportunities as well as the following evaluation components as per CGS 10-151b and P.A. 12-116.

Administrator

- Multiple Student Learning Indicators: 45%
- Teacher Effectiveness: 5%
- Performance and Practice: 40%
- Stakeholder Feedback: 10%

Teacher

- Student growth and development as measured by “Indicators of Academic Growth and Development (IAGDs)”: 45%
- Whole-school student learning indicators: 5%
- Observation of teacher practice and performance: 40%
- Peer Feedback: 10%

Committee Members:

High School – John Evans

Lucinda Timpanelli

Middle School – Valerie Forshaw

Paula Teixeira

Elementary School – Tammy Baillargeon

Jackie Norcel

Assistant Superintendent – Gary Cialfi, Ed.D.

Representatives from both the TEA and TAA, along with Dr. Cialfi, will be present to answer any Board questions.

Recommendation:

Approve both Certified staff plans as outlined.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting – April 9, 2013

Mr. Iassogna

Agenda Item – IV-F

Magnet School Transportation & Related Items

As the Board is aware, there will be a significant change at the beginning of the 2013-14 school year with regard to Transportation Services for those students attending magnet programs hosted by the Bridgeport Public Schools (Discovery K-8 and the 9-12 Fairchild-Wheeler Inter-District Magnet programs).

The reason for the change is strictly financial as both the Bridgeport Public Schools and Trumbull Public Schools are faced with a dilemma. The State only will reimburse Bridgeport \$1,300 per student attending their magnet schools while their actual costs have risen to approximately \$3,000. To meet that potential shortfall, Bridgeport understandably has increased the fee to Trumbull and other sending districts.

Since this increase will be passed on to Trumbull and is currently unbudgeted, this change will result in an exposure to our 2013-14 budget of about \$82,000, Trumbull only has two realistic choices:

1. Eliminate non-required school provided transportation for all students enrolled in the above schools; or
2. Have all Trumbull students convene at one central location and our district will transport them to the respective school and return them back to that same central location.

The Superintendent is recommending the second option, especially since some of our youngsters already are being transported and, as such, there would be less of an impact on them. If approved by the Board, the tentative plan will entail having K-8 participants (approximately 8 students) and 9-

12 students (about 40) picked up at one, to be determined, location and transported by bus to and from the magnet school. This approach is consistent with magnet provisions.

Unrelated to the transportation of magnet bound students, but directly linked to their enrollment in these schools, is participation in school activities.

Related and for background purposes, you know that when a parent and student are contemplating attending a magnet school, a difficult choice is presented: enroll at a magnet school that provides a specific and unique offering that focuses primarily on an academic theme(s), with minimal, if any, ancillary activities provided; or continue with a comprehensive high school that offers both academic and ancillary activities. Regardless of which school is chosen, families should know the “full picture” prior to making that decision.

As such, and consistent with Magnet guidelines, our belief is that enrolled students are to participate in Discovery and Fairchild-Wheeler activities provided, such as clubs, yearbooks, school newspapers, afterschool academic competitions and athletics; however, the question recently arose as to participation in athletics. Some magnet schools have sports teams, others do not; some have inter-magnet school play, with competition limited to intramural contests; and some offer their students the opportunity to join that host Town’s high school teams (this is true for Bridgeport).

Sending districts, such as Trumbull, could allow athletic participation, with Board approval, but that is not recommended by the Administration for a myriad of reasons, including:

- Would set a precedent for further expansion of the sending district’s responsibilities, as well as increased costs.
- Would diminish the students’ identity and allegiance with the magnet school.
- Would pose a contradiction with our handling of Open Choice students who are totally involved in all Trumbull ancillary activities, including athletics.

- Deviation from long standing State enrollment practice of counting students on the “rolls” of the Town in which the child is registered.
- Potential time/scheduling difficulties.
- Would result in an additional layer of administrative responsibilities to an already over-burdened staff.
- Since there is no difference in after school athletic activities and others such as band, We the People, school yearbook, etc., consistency issues would arise.

Recommendation:

1. Approve Central Location Transportation Plan as described in this agenda report.
2. Approve Administration’s recommendation that students attending magnet schools will participate in that school’s athletic program(s).

TRUMBULL BOARD OF EDUCATION
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, April 9, 2013

Dr. Cialfi

Agenda Item V-A

Pending Litigation

There are no major changes this month.

Recommendation:

Receive and file.

PENDING LITIGATION

CASE TOWN/BOARD	DESCRIPTION	CASE	REPRESENTATIVE TOWN/BOARD
1. M.A. vs.	M.A., a Trumbull resident allegedly tripped and fell on sidewalk at Trumbull High School on May 1, 2004. This claim seeks monetary damages against Board of Education and the Town of Trumbull, Mr. Donald Walsh, Maintenance Supervisor, Mr. Ralph Iassogna, Superintendent, Mr. Paul Kallmeyer, former Director of Public Works. (Notice of claim received April 21, 2006).	Pending	CIRMA
2. L.M., PPA B.M. vs.	L.M., PPA B.M. a Monroe minor, allegedly was injured on November 11, 2006 while playing on the field located behind Middlebrook Elementary School when he tripped to the ground and fell onto a metal "spike" object protruding out of the ground. L.M. received injuries to his right knee. This claim seeks monetary damages against Board of Education and the Town of Trumbull. (Notice of claim received November 13, 2006).	Pending	ITT
3. M.S., PPA M.S. vs.	M.S., PPA M.S. a Trumbull minor, allegedly was injured on September 15, 2005 at Trumbull High School while walking up stairs when she was caused to slip and fall. M.S. received injuries to her right knee, resulting in multiple surgeries and scaring from injuries. This claim seeks monetary damages against Board of Education and the Town of Trumbull. (Notice of claim received August 8, 2007).	Pending	ITT
4. P.F. S. LLC vs.	Platinum Funding Services LLC ("Platinum") claims the Trumbull Board of Education failed to remit payment for services rendered following notification that (Platinum") assumed, all accounts of PETCO, the original vendor the district entered an agreement with. This claim seeks monetary damages against Trumbull Board of Education and the Town of Trumbull. (Notice of claim received on 8/19/09).	Pending	Town/Board
5. K.S., D.S. vs.	K.S., a Trumbull minor, allegedly was injured on or about October 28, 2008 at Trumbull High School while playing tennis/baseball, during which she received, what is described as, serious brain injuries. This claim seeks monetary damages against Trumbull Board of Education and the Town of Trumbull. (Notice of claim received on October 27, 2010).	Pending	Town/Board
6. F.C. vs.	F.C., an employee of AAA Motor Club responding to a call on or about October 29, 2010 at Trumbull High School, entered the walkway of Trumbull High School under construction, and allegedly tripped and fell over a 4" beam covered by leaves. This claim seeks monetary damages against the Board of Education and the Town of Trumbull. (Notice of claim received January 25, 2011).	Pending	Town/Board

7.M.A. vs.	<p>M.A., parent of Trumbull High School student, alleges she was injured on September 22, 2011 while leaving Back to School night. This incident occurred at 9:10 p.m., at which time M.A. exited Trumbull High School from a side exit (near, A-House classrooms) and fell on the walkway leading to Student parking Lot# 2. M.A. suffered serious and painful injuries, including, to her cervical spine requiring surgical intervention, injuries to her left shoulder which will likely require surgery, and other injuries not yet determined; and an inability to work periods of time. It is alleged that these injuries suffered by M.A. will result in permanent disabilities and/or impairments. This claim seeks monetary damages against the Board of Education and the Town of Trumbull. (Notice of claim received February 10, 2012).</p>	Pending	Town/Board
8. C.M. vs.	<p>C.M., an employee of First Student, Inc. which provides school bus service to Trumbull Public Schools, alleged that on or about May 1, 2012 R.I. and D.P. sent a defamatory message to third persons via email, telephone, in person, and or written correspondence, which stated C.M., hit a student with the school bus while he was driving. Also on or about May 5, 2012 R.I. and D.P. and other employees of the BOE sent a similar defamatory message to third persons via email, telephone, in person, and or written correspondence, falsely stated that C.M. hit a student with the school bus while he was driving, also that a police investigation determined C.M. hit a student with the school bus while he was driving. The complaint claimed these statements defamed him personally and professionally and led to his termination on May 30, 2012. This claim seeks monetary damages against the Board of Education and the Town of Trumbull. (Notice of claim received August 7, 2012).</p>	Pending	Town/Board
9. A.Z., PPA A.P. vs.	<p>A.Z., a student in preschool for special needs at Trumbull Early Childhood Education Center, allegedly was injured on April 24, 2012 at approximately 12:15 p.m. At the time of the incident A.Z. was in her seat and her teacher, J.P., grasped her by the shoulders and reseated her. It is claimed that J.P. then lifted her chair, roughly pushed it closer to the table, grabbed the child's hair, pushing her head down on the table top. As a result, A.Z. has sustained physical and emotional injury including a mark behind her right ear and a black and blue which required medical attention. (Notice of claim received on August 22, 2012).</p>	Pending	Town/Board

<p>10. N.I., PPA M.I. vs.</p>	<p>N.I., PPA M.I. a student at Trumbull High, alleged she was injured on December 1, 2011 while participating in a volleyball drill in gym class. N.I. was hit in the head with a volleyball. This claim seeks monetary damages against the Town of Trumbull and 2 physical education teachers. (Notice of claim received on November 5, 2012).</p>	<p>Pending</p>	<p>Town/Board</p>
-------------------------------	---	----------------	-------------------

TRUMBULL BOARD OF EDUCATION
TRUMBULL, CONNECTICUT

Report to the Board of Education
Regular Meeting, April 9, 2013

Dr. Cialfi

Agenda Item V-B

Status of Negotiations

Please see reverse side for status
of negotiations with the eight
bargaining units.

Recommendation:

Receive and file.

STATUS OF NEGOTIATIONS

<u>Unit</u>	<u>Member of Board's Negotiating Team</u>	<u>Status of Negotiations</u>
TEA (Teachers)	Attorney Floyd Dugas Dr. Gary Cialfi Mrs. Deborah Herbst Mr. Michael Ward	The TEA Agreement covers the period from July 1, 2011 to June 30, 2014.
TAA (Administrators)	Attorney Floyd Dugas Mrs. Loretta Chory Mrs. Lisa Labella	The TAA Agreement covers the period from July 1, 2012 to June 30, 2015.
Secretaries CILU/CIPU	Board Attorney Floyd Dugas Sean O'Keefe	The Secretaries Agreement covers the period from July 1, 2009 to June 30, 2011. Negotiations for a successor Agreement have begun.
Custodial/Maintenance	Board Attorney Floyd Dugas Sean O'Keefe	The Custodial/Maintenance Agreement covers the period from July 1, 2010 to June 30, 2014.
Paraprofessionals CILU/UE	Board Attorney Floyd Dugas Sean O'Keefe	The Paraprofessional Agreement covers the period from July 1, 2008 to June 30, 2011. Negotiations for a successor Agreement have begun.
Cafeteria Workers	Board Attorney Floyd Dugas Lunch Manager Sean O'Keefe	The Cafeteria workers Agreement covers the period from July 1, 2010 to June 30, 2014.
CILU Supervisor/ Support Staff	Board Attorney Floyd Dugas Sean O'Keefe	The CILU Supervisors Agreement covers the period from July 1, 2012 to June 30, 2016. The CILU Support Agreement covers the period from July 1, 2011 to June 30, 2016.