

Sterling Board of Education
Agenda of the Regular Meeting
November 19, 2025
Community Room - 6:00pm
“EXCELLENCE WITH KINDNESS”

I. Call to Order

II. Pledge of Allegiance

III. Election of New Officers

IV. Public Comment

V. Reports and Communications

A. Correspondence

B. Consent Agenda

1. Minutes of Meeting October 15, 2025
2. Superintendent’s Report
3. Special Education Director’s Report
4. Principal’s Report
5. Clinical Supervisor’s Report
6. Monthly Check Register

C. Budget and Expense Report

D. Plainfield Board of Education Liaison

E. Personnel - Resignation/Retirement

VI. Unfinished Business

A. Review and Possible Action on the following Policies/Regulations - 2nd Reading

**Policy #1312.3 - Community Relations/Instruction - Library Material Review
and Reconsideration Policy**

**Policy #1312.4 - Community Relations/Instruction - Library Collection
Development and Maintenance Policy**

**Policy #1312.5 - Community Relations/Instruction - Library Display and
Program Policy**

Policy #6171 - Instruction - Special Education

Regulation #5131.911 - Students - Connecticut School Climate Regulation

VII. New Business

- A. Review, discussion, and possible approval of a proposal to allow Sterling students to attend Norwich Free Academy.
- B. Review, discussion, and possible approval of the Board of Education Meeting Dates for 2026.

VIII. Committee Updates

- A. Policy
- B. Budget
- C. Negotiations

IX. Recommendations, Questions and/or Comments

X. Public Comment

XI. Executive Session

XII. Adjournment

DRAFT MINUTES

Sterling Board of Education Minutes of the Regular Meeting October 15, 2025 Community Room - 6:00pm “EXCELLENCE WITH KINDNESS”

I. Call to Order

The meeting was called to order by Courtney Langlois, Board Chair at 6:00pm

Present at the meeting were: Jennifer Mossner, Vice Chair; Dorothy Capobianco, Treasurer; Victoria Robinson-Lewis, Vice Treasurer; John Brady, Board Member; Catherine Malo, Board Member

Also present at the meeting were: Theodore Friend, Superintendent; Heather Nickerson, Principal; Laura Smith, Clinical Supervisor; Dr. Kristen Lanzillo, Director of Student Services; Christine Chandler, Board Clerk; Nathan Quesnel, Norwich Free Academy Head of School

Absent from the meeting was: Sara Howley, Business Manager

II. Pledge of Allegiance

III. Public Comment

No one spoke at this time

- A motion was made by V. Robinson-Lewis and seconded by C. Malo to move item **New Business** - A. Presentation - Norwich Free Academy Head of School, Nathan Quesnel to IV on the agenda.
 - Vote: All in favor
 - Motion: Passed

IV. New Business

- A. Presentation - Norwich Free Academy Head of School, Nathan Quesnel
Mr. Quesnel delivered a presentation to the Board members and attendees detailing the full scope of opportunities and programs available at Norwich Free Academy.

The Board agreed to add the possibility of allowing Sterling students to attend Norwich Free Academy to the agenda for the November meeting.

V. Reports and Communications

A. Correspondence

B. Consent Agenda

1. Minutes of Meeting September 17, 2025
2. Superintendent's Report
3. Special Education Director's Report
4. Principal's Report
5. Clinical Supervisor's Report
6. Monthly Check Register

- A motion was made by J. Brady and seconded by J. Mossner to approve the Consent Agenda as with changes of adding Laura Smith, Clinical Supervisor as being present at the meeting and removing V. Robinson-Lewis, Vice Treasurer as being present.
 - Vote: All in favor
 - Motion: Passed

C. Budget and Expense Report

T. Friend spoke to the Financial/Budget Discussions that were prepared by S. Howley.

- A motion was made by V. Robinson-Lewis and seconded by J. Mossner to approve the Budget and Expense Report as presented.
 - Vote: All in favor
 - Motion: Passed

D. Plainfield Board of Education Liaison

No one was able to attend

E. Personnel - Resignation/Retirement

None at this time

VI. Unfinished Business

- A. Review and Possible Action on the following **Policies/Regulations** - 2nd Reading
- Policy #5114 - Students** - Suspension and Expulsion/Due Process
 - Policy #6159 - Instruction** - Individualized Education Program
 - Regulation #6159 - Instruction** - Individualized Education Program
 - Policy #5118.2 - Students** - Educational Opportunities for Military Children

- A motion was made by J. Brady and seconded by V. Robinson-Lewis to approve the Policy 5114 - Policy 6159 - Regulation 6159 - Policy 5118.2
 - Vote: All in favor
 - Motion: Passed

VII. New Business

- A. Moved to IV on the agenda
- B. Presentation - Principal, Heather Nickerson, Climate Survey Results
Heather Nickerson, Dr. Kristen Lanzillo, and Laura Smith present the results of the Climate Survey, which was completed by parents and staff in June of 2025.
- C. Review and Possible Action on the following Policies/Regulations - 1st Reading
 - Policy #1312.3 - Community Relations/Instruction** - Library Material Review and Reconsideration Policy
 - Policy #1312.4 - Community Relations/Instruction** - Library Collection Development and Maintenance Policy
 - Policy #1312.5 - Community Relations/Instruction** - Library Display and Program Policy
 - Policy #6171 - Instruction** - Special Education
 - Regulation #5131.911 - Students** - Connecticut School Climate Regulation

VIII. Committee Updates

- A. Policy
- B. Budget
- C. Negotiations

IX. Recommendations, Questions and/or Comments

None at this time

X. Public Comment

No one spoke at this meeting

XI. Executive Session

Not necessary at this time

XII. Adjournment

- A motion was made by V. Robinson-Lewis and seconded by C. Malo to adjourn the meeting.
 - Vote: All in favor
 - Motion: Passed
 - Meeting adjourned: 7:46pm

Superintendent's Report

November 19, 2025

I. 2025-2026 School Year

- Because there was only one candidate on the ballot for the Board of Education, the Board will need to begin the process of selecting someone to fill the vacant seat.

II. Staffing for the 2025-2026 School Year

- The Safety and Security Officer position is still open.

III. 2025-2026 School Year

- My primary concern this time of the year is the Budget. A preliminary budget for the 2026/2027 school year is 90% completed. I recommend meeting with the Budget Committee before the December Board meeting.

IV. Maintenance Department

- The quarterly fire sprinkler inspection was conducted on November 4, 2025 no issues were identified.

V. Technology Department

- The Esports club is full (26 students), and they have won their past three matches.

Student Services Report		BOE Meeting: November 19, 2025	Statistics as of October 31, 2025
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Student Count by Location, at the END of:	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
Sterling Community School PrK-8th IEPs	66	57	55	57	57							
Sterling Community School PrK-8th 504s	28	24	24	24	26							
High School IEPs (Magnet: ACT, QMC, Killingly Vo Ag: Plainfield; STEM)	27	22	21	21	20							
High School 504's (Magnet: ACT, QMC, Killingly Vo Ag: Plainfield; STEM)	17	17	17	17	17							
Out of District-Special Tuition	14	12	14	14	13							
Total Students with IEPs	107	91	90	92	90							
Total Students with 504s	45	41	41	41	43							

Principal's Report November 19, 2025

SCS Advancement Plan - Goal #3

- PDEC
 - Professional Development calendar
 - Staff had the opportunity to partake in individualized learning on November 10th
 - K-5, Intervention, and Special Educators attended professional learning in the morning for the math program, Illustrative Math
 - Sterling Educator Evaluation and Support Plan
 - Informal Observations are underway
 - Formal Observations with non-tenured staff are happening now
- Attendance
 - Attendance Team is attending 'Tiered Attendance Supports'; this is a 4-part series
 - Working as a team to address / introduce some new ideas for whole school and classroom ideas
 - Tier 2 + Tier 3 plans are being reviewed
 - Perfect attendance raffle rewards were announced for the month of October
 - 113 students were announced for perfect attendance
 - 3 students per grade level won a Perfect Attendance pencil this month
- Family Involvement
 - First Grade - Math Mania: 14 adults attended / total of 20 students
 - Kindergarten - Family Friday: 19 adults attended / total of 29 students

SCS Advancement Plan - Goal # 6

- Social Emotional Learning Team Meeting
 - Used surveys to adjust / create acknowledgement for students within the PBIS program

Fall Updates:

- Successful Veterans Celebration

Clinical/Behavioral Report November 19, 2025

To: Sterling Board of Education
From: Laura Smith, Clinical Supervisor/Social Worker
Date: November 19, 2025
Subj: Clinical/Behavioral Report

Community (Strategic Plan Goal 5 & 6)

- Social Emotional Learning (SEL) - The SEL assessment has been completed. Currently the data is being analyzed and will be used by teachers to inform their SEL instruction, and connect to needed resources.
- Collaboration with the Department of Children and Families liaisons, and other outside mental health resources to support children and families in need in our school community. Meet and plan with parents to connect with needed mental health resources for their children and families.
- Attendance Team- Participating in an online Attendance Training Series (10/20, 11/3, 11/17) to support increased student attendance. Engaging and planning with families to identify strategies to reduce barriers to school attendance. Our preventive practices and student and classroom incentives are in place for this academic year.
- Collaboration with regional McKinney-Vento liaisons, our Transportation Director and other outside resources to support students and families experiencing homelessness in our school district. Upcoming McKinney-Vento Liaison Team Meeting 11/12.
- Weekly team meetings -Collaboration, planning, and response with tiered teams to support PBIS, SEL, and Restorative Practices integration path. Behavior data team review and action planning.
- Behavioral data 2025-2026:

Number of Administrator-Managed Referrals by Month										
Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
0	12	14								

- LPC Grant 2025-2026 -The LPC Grant was awarded, and activity planning is underway. Next Regional Prevention Team meeting, 12/4.
- Primary Mental Health Grant 11/10 planning meeting to discuss next steps for implementation.
- **Faculty & Staff (Strategic Plan Goal 2, 3, 4)**
- PDEC - 11/10 full PD day-Illustrative Math and Individualized PD for certified and non-certified

Sterling Board of Education

Reprint Check Listing

Fiscal Year: 2025-2026

Criteria:

Bank Account: BOE - Bank Hometown 490404101

From Date: 10/01/2025

To Date: 10/31/2025

From Check:

To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
201455	10/07/2025	ALLSTATE	\$52.84	1024	Printed	Expense	<input type="checkbox"/>		
201456	10/07/2025	AMAZON	\$1,281.22	1024	Printed	Expense	<input type="checkbox"/>		
201457	10/07/2025	ARNIO WELDING LLC	\$30.00	1024	Printed	Expense	<input type="checkbox"/>		
201458	10/07/2025	B & H PHOTO	\$854.98	1024	Printed	Expense	<input type="checkbox"/>		
201459	10/07/2025	CDW GOVERNMENT INC	\$8,460.00	1024	Printed	Expense	<input type="checkbox"/>		
201460	10/07/2025	IMAGINE LEARNING LLC	\$316.80	1024	Printed	Expense	<input type="checkbox"/>		
201461	10/07/2025	MACGILL DISCOUNT MEDICAL SUPPLIES	\$65.00	1024	Printed	Expense	<input type="checkbox"/>		
201462	10/07/2025	MILLENNIUM ELECTRIC LLC	\$2,975.00	1024	Printed	Expense	<input type="checkbox"/>		
201463	10/07/2025	NEW ENGLAND MECHANICAL SERVICES INC	\$1,340.00	1024	Printed	Expense	<input type="checkbox"/>		
201464	10/07/2025	PD MONSTER, LLC	\$575.00	1024	Printed	Expense	<input type="checkbox"/>		
201465	10/07/2025	PMT ASSOCIATES INC	\$760.00	1024	Printed	Expense	<input type="checkbox"/>		
201466	10/07/2025	READ NATURALLY	\$1,040.00	1024	Printed	Expense	<input type="checkbox"/>		
201467	10/07/2025	TIFFANY AMATO	\$245.00	1024	Printed	Expense	<input type="checkbox"/>		
201468	10/07/2025	US BANK VOYAGER FLEET SYS	\$2,108.54	1024	Printed	Expense	<input type="checkbox"/>		
201469	10/08/2025	CASELLA WASTE	\$620.55	1025	Printed	Expense	<input type="checkbox"/>		
201470	10/08/2025	LIFESPAN SCHOOL SOLUTIONS INC	\$12,978.00	1025	Printed	Expense	<input type="checkbox"/>		
201471	10/08/2025	RICOH USA, INC	\$738.02	1025	Printed	Expense	<input type="checkbox"/>		
201472	10/08/2025	SERVICE MANAGEMENT GROUP LLC	\$14,527.00	1025	Printed	Expense	<input type="checkbox"/>		
201473	10/08/2025	SHARP TRAINING INC	\$16,964.00	1025	Printed	Expense	<input type="checkbox"/>		
201474	10/24/2025	AETNA HEALTH MANAGEMENT LLC	\$337.24	1026	Printed	Expense	<input type="checkbox"/>		
201475	10/24/2025	AMAZON	\$1,456.72	1026	Printed	Expense	<input type="checkbox"/>		
201476	10/24/2025	ANDERSON MOTORS, INC.	\$710.43	1026	Printed	Expense	<input type="checkbox"/>		

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To Check:

From Voucher:

To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
201477	10/24/2025	ANTHEM BLUE CROSS/BLUE SHIELD	\$90,090.54	1026	Printed	Expense	<input type="checkbox"/>		
201478	10/24/2025	BREEZELINE	\$810.43	1026	Printed	Expense	<input type="checkbox"/>		
201479	10/24/2025	CABE	\$105.00	1026	Printed	Expense	<input type="checkbox"/>		
201480	10/24/2025	CDW GOVERNMENT INC	\$1.00	1026	Printed	Expense	<input type="checkbox"/>		
201481	10/24/2025	CHLIC.	\$4,006.98	1026	Printed	Expense	<input type="checkbox"/>		
201482	10/24/2025	CIRMA	\$9,656.85	1026	Printed	Expense	<input type="checkbox"/>		
201483	10/24/2025	CLEAN FOCUS DEVELOPMENT LLC	\$2,382.09	1026	Printed	Expense	<input type="checkbox"/>		
201484	10/24/2025	CORPORATE BILLING LLC	\$133.68	1026	Printed	Expense	<input type="checkbox"/>		
201485	10/24/2025	DELL MARKETING LP	\$125.99	1026	Printed	Expense	<input type="checkbox"/>		
201486	10/24/2025	DIME OIL COMPANY	\$5,261.98	1026	Printed	Expense	<input type="checkbox"/>		
201487	10/24/2025	EASTCONN	\$134,730.50	1026	Printed	Expense	<input type="checkbox"/>		
201488	10/24/2025	EVERSOURCE	\$5,258.79	1026	Printed	Expense	<input type="checkbox"/>		
201489	10/24/2025	GREGORY AND HOWE INC	\$332.00	1026	Printed	Expense	<input type="checkbox"/>		
201490	10/24/2025	GUARANTEED AUTO GLASS	\$250.00	1026	Printed	Expense	<input type="checkbox"/>		
201491	10/24/2025	HEALTHCALL MEDICAL CENTER LLC	\$150.00	1026	Printed	Expense	<input type="checkbox"/>		
201492	10/24/2025	HM RECEIVABLES CO LLC	\$8,620.00	1026	Printed	Expense	<input type="checkbox"/>		
201493	10/24/2025	JEFF ROUILLARD	\$135.00	1026	Printed	Expense	<input type="checkbox"/>		
201494	10/24/2025	KAINEN, ESCALERA AND MCHALE PC	\$1,141.00	1026	Printed	Expense	<input type="checkbox"/>		
201495	10/24/2025	KILLINGLY BOARD OF EDUCATION	\$116,904.96	1026	Printed	Expense	<input type="checkbox"/>		
201496	10/24/2025	MICHAEL JOHN COVINGTON	\$135.00	1026	Printed	Expense	<input type="checkbox"/>		
201497	10/24/2025	NCS PEARSON	\$1,714.60	1026	Printed	Expense	<input type="checkbox"/>		
201498	10/24/2025	NEW ENGLAND TRANSIT	\$417.38	1026	Printed	Expense	<input type="checkbox"/>		

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To Voucher:

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
201499	10/24/2025	RICOH USA, INC	\$1,100.59	1026	Printed	Expense	<input type="checkbox"/>		
201500	10/24/2025	S & S WORLDWIDE	\$399.98	1026	Printed	Expense	<input type="checkbox"/>		
201501	10/24/2025	THE AMERICAN SCHOOL FOR THE DEAF	\$31,807.80	1026	Printed	Expense	<input type="checkbox"/>		
201502	10/24/2025	THE LIGHTHOUSE	\$28,132.36	1026	Printed	Expense	<input type="checkbox"/>		
201503	10/24/2025	TIMOTHY VERVERIS	\$135.00	1026	Printed	Expense	<input type="checkbox"/>		
201504	10/24/2025	TOWN OF STERLING MUNI WATER	\$350.00	1026	Printed	Expense	<input type="checkbox"/>		
201505	10/24/2025	VANDI AUTO SUPPLY	\$347.69	1026	Printed	Expense	<input type="checkbox"/>		
201506	10/24/2025	VERIZON WIRELESS	\$254.29	1026	Printed	Expense	<input type="checkbox"/>		
201507	10/24/2025	W B MASON CO INC	\$72.97	1026	Printed	Expense	<input type="checkbox"/>		
201508	10/24/2025	WATERFORD COUNTRY SCHOOL, INC.	\$22,032.36	1026	Printed	Expense	<input type="checkbox"/>		
201509	10/24/2025	WILSON LANGUAGE TRAINING	\$174.96	1026	Printed	Expense	<input type="checkbox"/>		
201510	10/31/2025	AFLAC NEW YORK	\$695.90	1031	Printed	Expense	<input type="checkbox"/>		
201511	10/31/2025	ALLSTATE	\$52.84	1031	Printed	Expense	<input type="checkbox"/>		
201512	10/31/2025	AMERIPRISE FINANCIAL SERVICES, INC	\$512.98	1031	Printed	Expense	<input type="checkbox"/>		
201513	10/31/2025	AXA EQUITABLE	\$1,817.72	1031	Printed	Expense	<input type="checkbox"/>		
201514	10/31/2025	FIDELITY INVESTMENTS	\$800.00	1031	Printed	Expense	<input type="checkbox"/>		
201515	10/31/2025	HORACE MANN LIFE INSURANCE COMPANY	\$1,951.72	1031	Printed	Expense	<input type="checkbox"/>		
201516	10/31/2025	METLIFE	\$158.48	1031	Printed	Expense	<input type="checkbox"/>		
201517	10/31/2025	METLIFE 0837050	\$220.00	1031	Printed	Expense	<input type="checkbox"/>		
201518	10/31/2025	SPECIAL ACCT EXCEL BENE OF CUSTOMERS	\$4,141.68	1031	Printed	Expense	<input type="checkbox"/>		
201519	10/31/2025	STERLING EDUCATION ASSOCIATION	\$2,531.70	1031	Printed	Expense	<input type="checkbox"/>		

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To Date: 10/31/2025

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Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
201520	10/31/2025	UPSEU 05745	\$787.34	1031	Printed	Expense	<input type="checkbox"/>		
201521	10/31/2025	ASHLEY HOLMBERG	\$7,992.00	1032	Printed	Expense	<input type="checkbox"/>		
201522	10/31/2025	BRENT FUSCARO	\$12.58	1032	Printed	Expense	<input type="checkbox"/>		
201523	10/31/2025	CHRISTINE CHANDLER	\$83.79	1032	Printed	Expense	<input type="checkbox"/>		
201524	10/31/2025	FRIEND, THEODORE F	\$112.63	1032	Printed	Expense	<input type="checkbox"/>		
201525	10/31/2025	GRANITE CITY ELECTRIC SUPPLY	\$337.95	1032	Printed	Expense	<input type="checkbox"/>		
201526	10/31/2025	GREGORY AND HOWE INC	\$95.00	1032	Printed	Expense	<input type="checkbox"/>		
201527	10/31/2025	HEATHER NICKERSON	\$31.58	1032	Printed	Expense	<input type="checkbox"/>		
201528	10/31/2025	JONATHAN L FAUXBEL	\$135.00	1032	Printed	Expense	<input type="checkbox"/>		
201529	10/31/2025	MILLENNIUM ELECTRIC LLC	\$1,175.00	1032	Printed	Expense	<input type="checkbox"/>		
201530	10/31/2025	THE STANDARD INSURANCE COMPANY	\$567.54	1032	Printed	Expense	<input type="checkbox"/>		
201531	10/31/2025	TIFFANY AMATO	\$98.00	1032	Printed	Expense	<input type="checkbox"/>		

Total Amount: \$559,919.54

End of Report

Sterling Board of Education
Regular Board Meeting Dates - 2026
“EXCELLENCE WITH KINDNESS”

<u>Date:</u>	<u>Time:</u>	<u>Location:</u>
January 21, 2026	6:00 PM	Community Room
February 18, 2026	6:00 PM	Community Room
March 18, 2026	6:00 PM	Community Room
April 8, 2026	6:00 PM	Community Room
May 20, 2026	6:00 PM	Community Room
June 17, 2026	6:00 PM	Community Room
July 15, 2026	AS NEEDED	Community Room
August 19, 2026	6:00 PM	Community Room
September 16, 2026	6:00 PM	Community Room
October 21, 2026	6:00 PM	Community Room
November 18, 2026	6:00 PM	Community Room
December 16, 2026	6:00 PM	Community Room

Approved

Sterling Board of Education

Budget and Expenses - BOE

From Date: 7/1/2025

To Date: 11/30/2025

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
A.1000.111.01.000.00.71	Certified Personnel	\$1,645,825.00	\$376,240.85	\$376,240.85	\$1,269,584.15	\$1,260,608.41	\$8,975.74	0.55%
A.1000.111.03.000.00.71	Certified Substitutes	\$50,000.00	\$14,350.00	\$14,350.00	\$35,650.00	\$35,650.00	\$0.00	0.00%
A.1000.112.01.000.00.71	Non Certified Personnel	\$93,156.00	\$19,374.04	\$19,374.04	\$73,781.96	\$64,631.36	\$9,150.60	9.82%
A.1000.210.00.000.00.71	E/B Insurance	\$394,921.00	\$261,725.94	\$261,725.94	\$133,195.06	\$190,128.75	(\$56,933.69)	-14.42%
A.1000.220.00.000.00.70	E/B FICA/Medicare	\$34,815.00	\$7,470.30	\$7,470.30	\$27,344.70	\$0.00	\$27,344.70	78.54%
A.1000.240.00.000.00.71	E/B Other (Course Reim)	\$6,000.00	\$1,000.00	\$1,000.00	\$5,000.00	\$0.00	\$5,000.00	83.33%
A.1000.320.01.000.00.71	Professional Development - Cer	\$15,000.00	\$3,849.00	\$3,849.00	\$11,151.00	\$0.00	\$11,151.00	74.34%
A.1000.330.01.106.00.71	Music Professional Services	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.1000.590.00.000.00.71	Printing	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.1000.611.00.101.00.71	Language Arts Instructional Su	\$200.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00	100.00%
A.1000.611.01.000.00.71	Instructional Supplies	\$10,000.00	\$8,876.95	\$8,876.95	\$1,123.05	\$514.20	\$608.85	6.09%
A.1000.611.01.102.00.71	Math Instructional Supplies	\$1,000.00	\$316.80	\$316.80	\$683.20	\$0.00	\$683.20	68.32%
A.1000.611.01.103.00.71	Science Instructional Supplies	\$2,700.00	\$0.00	\$0.00	\$2,700.00	\$45.17	\$2,654.83	98.33%
A.1000.611.01.105.00.71	Art Instructional Supplies	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00	100.00%
A.1000.611.01.106.00.71	Music Instructional Supplies	\$1,200.00	\$0.00	\$0.00	\$1,200.00	\$597.55	\$602.45	50.20%
A.1000.611.01.107.00.71	Health Instructional Supplies	\$200.00	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00	100.00%
A.1000.611.01.108.00.71	PE Instructional Supplies	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.1000.611.01.109.00.71	World Language Instructional S	\$500.00	\$329.00	\$329.00	\$171.00	\$0.00	\$171.00	34.20%
A.1000.641.01.000.00.71	Textbooks	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	100.00%
A.1000.642.01.000.00.71	Consumable Workbooks	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.1000.650.00.000.00.71	Educational Software Licenses/	\$27,000.00	\$1,715.00	\$1,715.00	\$25,285.00	\$18,227.85	\$7,057.15	26.14%
A.1000.730.00.000.00.71	Instructional Equipment	\$3,000.00	\$11.98	\$11.98	\$2,988.02	\$0.00	\$2,988.02	99.60%
A.1000.739.00.000.00.71	Copier Leases, Fees, Supplies	\$18,540.00	\$4,552.62	\$4,552.62	\$13,987.38	\$11,303.62	\$2,683.76	14.48%
A.1000.739.01.106.00.71	Music Equipment	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	100.00%
A.1000.890.00.000.00.71	Dues & Fees	\$500.00	(\$650.00)	(\$650.00)	\$1,150.00	\$0.00	\$1,150.00	230.00%
	Func: Regular Program - 1000	\$2,310,557.00	\$699,162.48	\$699,162.48	\$1,611,394.52	\$1,581,706.91	\$29,687.61	1.28%
A.1200.111.00.000.00.71	Special Education Director	\$76,200.00	\$19,395.68	\$19,395.68	\$56,804.32	\$58,640.28	(\$1,835.96)	-2.41%
A.1200.111.01.000.00.71	Certified Personnel	\$534,565.00	\$107,400.65	\$107,400.65	\$427,164.35	\$418,898.22	\$8,266.13	1.55%
A.1200.112.01.000.00.71	Non Certified Personnel	\$208,303.00	\$52,919.46	\$52,919.46	\$155,383.54	\$150,750.11	\$4,633.43	2.22%
A.1200.112.02.000.00.71	Non Certified Substitutes	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$0.00	0.00%
A.1200.210.00.000.00.71	E/B Insurance	\$276,385.00	\$136,704.06	\$136,704.06	\$139,680.94	\$111,121.72	\$28,559.22	10.33%
A.1200.220.00.000.00.70	E/B FICA/Medicare	\$25,174.00	\$5,160.19	\$5,160.19	\$20,013.81	\$0.00	\$20,013.81	79.50%
A.1200.240.00.000.00.71	E/B Other	\$14,376.00	\$5,369.64	\$5,369.64	\$9,006.36	\$3,589.28	\$5,417.08	37.68%
A.1200.320.00.000.00.71	Professional Development - Cer	\$2,000.00	\$1,356.00	\$1,356.00	\$644.00	\$0.00	\$644.00	32.20%
A.1200.322.01.000.00.71	Professional Dev - Non Cert	\$1,800.00	\$0.00	\$0.00	\$1,800.00	\$0.00	\$1,800.00	100.00%
A.1200.330.00.000.00.71	Professional & Technical Svcs	\$26,825.00	\$3,730.00	\$3,730.00	\$23,095.00	\$20,130.00	\$2,965.00	11.05%
A.1200.330.01.000.00.71	Evaluation Services	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$10,000.00	100.00%
A.1200.330.02.000.00.71	Assistive Technology	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$3,000.00	100.00%
A.1200.580.00.000.00.71	Travel	\$500.00	\$57.86	\$57.86	\$442.14	\$0.00	\$442.14	88.43%
A.1200.611.01.000.00.71	Instructional Supplies	\$2,000.00	\$749.04	\$749.04	\$1,250.96	\$0.00	\$1,250.96	62.55%
A.1200.611.02.000.00.71	Testing Supplies	\$3,000.00	\$1,718.40	\$1,718.40	\$1,281.60	\$1,279.00	\$2.60	0.09%
A.1200.630.00.000.00.71	Special Ed Incentive	\$1,200.00	\$0.00	\$0.00	\$1,200.00	\$0.00	\$1,200.00	100.00%
A.1200.641.02.000.00.71	Consumable Workbooks	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.1200.650.00.000.00.71	Educational Software Licenses/	\$2,425.00	\$240.00	\$240.00	\$2,185.00	\$1,875.00	\$310.00	12.78%
A.1200.690.00.000.00.72	Other Supplies & Materials	\$1,000.00	\$251.57	\$251.57	\$748.43	\$100.61	\$647.82	64.78%
A.1200.700.00.000.00.71	Equipment	\$2,000.00	\$832.00	\$832.00	\$1,168.00	\$1,168.00	\$0.00	0.00%
A.1200.890.00.000.00.71	Dues & Fees	\$500.00	\$250.00	\$250.00	\$250.00	\$0.00	\$250.00	50.00%
	Func: Special Education Program - 1200	\$1,196,753.00	\$336,134.55	\$336,134.55	\$860,618.45	\$772,552.22	\$88,066.23	7.36%
A.2130.111.01.000.00.71	School Nurse	\$56,264.00	\$19,418.16	\$19,418.16	\$36,845.84	\$38,952.00	(\$2,106.16)	-3.74%

Sterling Board of Education

Budget and Expenses - BOE

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

From Date: 7/1/2025

To Date: 11/30/2025

☐ Print accounts with zero balance ☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
A.2130.111.03.000.00.71	School Nurse Substitutes	\$2,625.00	\$525.00	\$525.00	\$2,100.00	\$2,100.00	\$0.00	0.00%
A.2130.210.00.000.00.71	E/B Insurance	\$854.00	\$464.76	\$464.76	\$389.24	\$393.00	(\$3.76)	-0.44%
A.2130.220.00.000.00.70	E/B FICA/Medicare	\$4,304.00	\$1,522.16	\$1,522.16	\$2,781.84	\$0.00	\$2,781.84	64.63%
A.2130.240.00.000.00.71	E/B Other	\$1,688.00	\$562.64	\$562.64	\$1,125.36	\$1,125.28	\$0.08	0.00%
A.2130.322.01.000.00.71	Professional Dev - Non Cert	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.2130.330.00.000.00.71	Professional & Technical Svcs	\$3,200.00	\$2,680.00	\$2,680.00	\$520.00	\$705.00	(\$185.00)	-5.78%
A.2130.690.00.000.00.71	Health Office Supplies	\$3,000.00	\$406.91	\$406.91	\$2,593.09	\$0.00	\$2,593.09	86.44%
A.2130.739.00.000.00.71	Health Office Equipment	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
	Func: Health Office - 2130	\$72,935.00	\$25,579.63	\$25,579.63	\$47,355.37	\$43,275.28	\$4,080.09	5.59%
A.2190.111.01.000.00.71	Certified Personnel	\$40,376.00	\$6,211.68	\$6,211.68	\$34,164.32	\$27,952.62	\$6,211.70	15.38%
A.2190.220.00.000.00.70	E/B FICA/Medicare	\$3,090.00	\$475.20	\$475.20	\$2,614.80	\$0.00	\$2,614.80	84.62%
A.2190.320.00.000.00.71	Professional Development	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.2190.323.00.000.00.71	PT Contracted Services	\$30,000.00	\$7,992.00	\$7,992.00	\$22,008.00	\$22,008.00	\$0.00	0.00%
A.2190.611.00.000.00.71	PT/OT Supplies	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.2190.730.00.000.00.71	PT/OT Equipment	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
	Func: Physical/Occupational Therapy - 2190	\$74,966.00	\$14,678.88	\$14,678.88	\$60,287.12	\$49,960.62	\$10,326.50	13.77%
A.2220.112.00.000.00.71	Non-Certified Personnel	\$21,462.00	\$3,932.12	\$3,932.12	\$17,529.88	\$16,756.42	\$773.46	3.60%
A.2220.220.00.000.00.70	E/B FICA/Medicare	\$1,642.00	\$300.80	\$300.80	\$1,341.20	\$0.00	\$1,341.20	81.68%
A.2220.330.00.000.00.71	Professional & Technical Servi	\$250.00	\$0.00	\$0.00	\$250.00	\$0.00	\$250.00	100.00%
A.2220.642.00.000.00.71	Books/Periodicals	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$1,989.53	\$1,010.47	33.68%
A.2220.690.00.000.00.71	Other Supplies & Materials	\$500.00	\$58.56	\$58.56	\$441.44	\$0.00	\$441.44	88.29%
	Func: Educational Media - 2220	\$26,854.00	\$4,291.48	\$4,291.48	\$22,562.52	\$18,745.95	\$3,816.57	14.21%
A.2230.112.00.000.00.71	IT Personnel	\$69,726.00	\$26,100.32	\$26,100.32	\$43,625.68	\$43,725.69	(\$100.01)	-0.14%
A.2230.112.01.000.00.71	IT Aide	\$37,814.00	\$16,250.64	\$16,250.64	\$21,563.36	\$21,563.88	(\$0.52)	0.00%
A.2230.210.00.000.00.71	E/B Insurance	\$12,473.00	\$2,572.28	\$2,572.28	\$9,900.72	\$6,660.65	\$3,240.07	25.98%
A.2230.220.00.000.00.70	E/B FICA/Medicare	\$8,227.00	\$3,194.28	\$3,194.28	\$5,032.72	\$0.00	\$5,032.72	61.17%
A.2230.240.00.000.00.70	E/B Other	\$2,030.00	\$848.24	\$848.24	\$1,181.76	\$1,696.48	(\$514.72)	-25.36%
A.2230.320.00.000.00.71	Professional Development	\$1,000.00	\$50.00	\$50.00	\$950.00	\$0.00	\$950.00	95.00%
A.2230.330.00.000.00.71	Professional & Technical Servi	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$1,584.00	\$3,416.00	68.32%
A.2230.430.00.000.00.71	Repairs & Maintenance - Hardwa	\$2,200.00	\$125.99	\$125.99	\$2,074.01	\$119.85	\$1,954.16	88.83%
A.2230.431.00.000.00.71	Maintenance Agreement	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$801.12	\$1,198.88	59.94%
A.2230.690.00.000.00.71	Other Supplies & Materials	\$2,500.00	\$730.54	\$730.54	\$1,769.46	\$0.00	\$1,769.46	70.78%
A.2230.730.00.000.00.71	Computer Hardware & Peripheral	\$16,000.00	\$9,721.09	\$9,721.09	\$6,278.91	\$0.00	\$6,278.91	39.24%
A.2230.731.00.000.00.71	Computer Software	\$5,500.00	\$1,083.35	\$1,083.35	\$4,416.65	\$2,500.00	\$1,916.65	34.85%
	Func: Information Technology - 2230	\$164,470.00	\$60,676.73	\$60,676.73	\$103,793.27	\$78,651.67	\$25,141.60	15.29%
A.2310.112.01.000.00.71	BOE Administrative Assistant	\$59,727.00	\$18,377.52	\$18,377.52	\$41,349.48	\$40,149.46	\$1,200.02	2.01%
A.2310.112.02.000.00.71	Board of Education Clerk	\$1,200.00	\$0.00	\$0.00	\$1,200.00	\$1,200.00	\$0.00	0.00%
A.2310.210.00.000.00.71	E/B Insurance	\$26,148.00	\$13,800.55	\$13,800.55	\$12,347.45	\$11,567.72	\$779.73	2.98%
A.2310.220.00.000.00.70	E/B FICA/Medicare	\$4,661.00	\$1,283.72	\$1,283.72	\$3,377.28	\$0.00	\$3,377.28	72.46%
A.2310.230.00.000.00.71	Workers Compensation Ins	\$40,000.00	\$19,314.55	\$19,314.55	\$20,685.45	\$19,319.45	\$1,366.00	3.42%
A.2310.240.00.000.00.71	E/B Other	\$1,792.00	\$1,251.92	\$1,251.92	\$540.08	\$2,503.84	(\$1,963.76)	-109.58%
A.2310.250.00.000.00.71	Unemployment Compensation	\$5,000.00	\$34.00	\$34.00	\$4,966.00	\$4,966.00	\$0.00	0.00%
A.2310.330.01.000.00.71	Legal Services	\$10,000.00	\$1,141.00	\$1,141.00	\$8,859.00	\$13,859.00	(\$5,000.00)	-50.00%
A.2310.330.03.000.00.71	Other Professional & Tech Svcs	\$16,500.00	\$0.00	\$0.00	\$16,500.00	\$16,092.00	\$408.00	2.47%
A.2310.520.01.000.00.71	Fidelity Bond	\$100.00	\$0.00	\$0.00	\$100.00	\$100.00	\$0.00	0.00%
A.2310.520.02.000.00.71	Errors and Omissions Insurance	\$8,843.00	\$8,583.00	\$8,583.00	\$260.00	\$0.00	\$260.00	2.94%
A.2310.580.00.000.00.71	Travel	\$100.00	\$83.79	\$83.79	\$16.21	\$0.00	\$16.21	16.21%

Sterling Board of Education

Budget and Expenses - BOE

From Date: 7/1/2025

To Date: 11/30/2025

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
A.2310.590.01.000.00.71	Communications/Postage	\$5,000.00	\$531.49	\$531.49	\$4,468.51	\$732.60	\$3,735.91	74.72%
A.2310.590.02.000.00.71	Advertising	\$2,230.00	\$1,420.30	\$1,420.30	\$809.70	\$757.00	\$52.70	2.36%
A.2310.590.04.000.00.71	Community Engagement	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$20.00	\$1,980.00	99.00%
A.2310.650.00.000.00.71	Software Licenses & Support	\$28,210.00	\$17,193.90	\$17,193.90	\$11,016.10	\$4,414.84	\$6,601.26	23.40%
A.2310.690.00.000.00.71	BOE Other Supplies & Materials	\$1,000.00	\$585.53	\$585.53	\$414.47	\$0.00	\$414.47	41.45%
A.2310.890.00.000.00.71	Dues & Fees	\$1,500.00	\$100.00	\$100.00	\$1,400.00	\$1,525.00	(\$125.00)	-8.33%
	Func: Board of Education - 2310	\$214,011.00	\$83,701.27	\$83,701.27	\$130,309.73	\$117,206.91	\$13,102.82	6.12%
A.2320.111.00.000.00.71	Superintendent	\$104,545.00	\$36,783.04	\$36,783.04	\$67,761.96	\$67,761.92	\$0.04	0.00%
A.2320.220.00.000.00.70	E/B FICA/Medicare	\$1,450.00	\$533.36	\$533.36	\$916.64	\$0.00	\$916.64	63.22%
A.2320.320.00.000.00.71	Professional Development - Cer	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
A.2320.580.00.000.00.71	Travel	\$250.00	\$250.00	\$250.00	\$0.00	\$0.00	\$0.00	0.00%
A.2320.690.00.000.00.71	Superintendent Off Supplies	\$750.00	\$0.00	\$0.00	\$750.00	\$0.00	\$750.00	100.00%
A.2320.739.00.000.00.71	Other Equipment	\$750.00	\$0.00	\$0.00	\$750.00	\$0.00	\$750.00	100.00%
A.2320.890.00.000.00.71	Dues & Fees	\$4,500.00	\$301.00	\$301.00	\$4,199.00	\$3,624.00	\$575.00	12.78%
	Func: Superintendent's Office - 2320	\$112,745.00	\$37,867.40	\$37,867.40	\$74,877.60	\$71,385.92	\$3,491.68	3.10%
A.2400.111.00.000.00.71	Principal	\$140,689.00	\$43,288.96	\$43,288.96	\$97,400.04	\$97,400.08	(\$0.04)	0.00%
A.2400.111.01.000.00.71	Clinical Supervisor	\$58,144.00	\$17,890.32	\$17,890.32	\$40,253.68	\$40,253.24	\$0.44	0.00%
A.2400.112.00.000.00.71	Non Certified Personnel	\$104,875.00	\$32,152.83	\$32,152.83	\$72,722.17	\$72,722.17	\$0.00	0.00%
A.2400.210.00.000.00.71	E/B Insurance	\$70,720.00	\$37,217.50	\$37,217.50	\$33,502.50	\$31,810.79	\$1,691.71	2.39%
A.2400.220.00.000.00.70	E/B FICA/Medicare	\$10,906.00	\$3,115.24	\$3,115.24	\$7,790.76	\$0.00	\$7,790.76	71.44%
A.2400.240.00.000.00.71	E/B Other	\$5,965.00	\$1,988.32	\$1,988.32	\$3,976.68	\$3,976.64	\$0.04	0.00%
A.2400.320.00.000.00.71	Professional Development - Cer	\$1,500.00	\$575.00	\$575.00	\$925.00	\$0.00	\$925.00	61.67%
A.2400.330.00.000.00.71	Professional & Technical Svcs	\$250.00	(\$12,490.00)	(\$12,490.00)	\$12,740.00	\$0.00	\$12,740.00	5096.00%
A.2400.580.00.000.00.71	Travel	\$300.00	\$19.60	\$19.60	\$280.40	\$0.00	\$280.40	93.47%
A.2400.590.01.000.00.71	Principal's Engagement	\$1,500.00	\$499.29	\$499.29	\$1,000.71	\$0.00	\$1,000.71	66.71%
A.2400.650.00.000.00.71	Educational Software Licenses/	\$12,000.00	\$0.00	\$0.00	\$12,000.00	\$9,749.33	\$2,250.67	18.76%
A.2400.690.00.000.00.71	Other Supplies & Materials	\$3,000.00	\$154.99	\$154.99	\$2,845.01	\$1,485.27	\$1,359.74	45.32%
A.2400.890.00.000.00.71	Dues & Fees	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$385.56	\$614.44	61.44%
	Func: Building Administrators - 2400	\$410,849.00	\$124,412.05	\$124,412.05	\$286,436.95	\$257,783.08	\$28,653.87	6.97%
A.2510.112.01.000.00.71	Business Manager	\$100,000.00	\$30,769.20	\$30,769.20	\$69,230.80	\$69,230.77	\$0.03	0.00%
A.2510.210.00.000.00.71	E/B Insurance	\$32,695.00	\$67.50	\$67.50	\$32,627.50	\$94.50	\$32,533.00	99.50%
A.2510.220.00.000.00.70	E/B FICA/Medicare	\$7,650.00	\$2,353.84	\$2,353.84	\$5,296.16	\$0.00	\$5,296.16	69.23%
A.2510.240.00.000.00.71	E/B Other	\$5,000.00	\$1,000.00	\$1,000.00	\$4,000.00	\$2,000.00	\$2,000.00	40.00%
A.2510.330.02.000.00.71	Professional & Technical Svcs	\$14,500.00	\$2,837.60	\$2,837.60	\$11,662.40	\$9,318.75	\$2,343.65	16.16%
A.2510.580.00.000.00.71	Travel	\$750.00	\$0.00	\$0.00	\$750.00	\$0.00	\$750.00	100.00%
A.2510.690.00.000.00.71	Fiscal Office Supplies	\$500.00	\$175.83	\$175.83	\$324.17	\$0.00	\$324.17	64.83%
A.2510.739.00.000.00.71	Fiscal Office Equipment	\$100.00	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00	100.00%
A.2510.890.00.000.00.71	Dues & Fees	\$1,350.00	\$388.00	\$388.00	\$962.00	\$1,325.00	(\$363.00)	-26.89%
	Func: Fiscal & Business Office - 2510	\$162,545.00	\$37,591.97	\$37,591.97	\$124,953.03	\$81,969.02	\$42,984.01	26.44%
A.2600.112.01.000.00.71	Facilities Director	\$68,958.00	\$21,217.84	\$21,217.84	\$47,740.16	\$47,740.15	\$0.01	0.00%
A.2600.177.01.000.00.71	Security Officer	\$29,668.00	\$0.00	\$0.00	\$29,668.00	\$0.00	\$29,668.00	100.00%
A.2600.210.00.000.00.71	E/B Insurance	\$150.00	\$63.48	\$63.48	\$86.52	\$85.56	\$0.96	0.64%
A.2600.220.00.000.00.70	E/B FICA/Medicare	\$7,545.00	\$1,623.20	\$1,623.20	\$5,921.80	\$0.00	\$5,921.80	78.49%
A.2600.240.00.000.00.71	E/B Other	\$2,069.00	\$689.60	\$689.60	\$1,379.40	\$1,379.20	\$0.20	0.01%
A.2600.410.01.000.00.71	Electricity	\$120,000.00	\$25,877.94	\$25,877.94	\$94,122.06	\$87,702.06	\$6,420.00	5.35%
A.2600.410.02.000.00.71	Rubbish Removal/Recycling	\$9,000.00	\$2,482.20	\$2,482.20	\$6,517.80	\$4,964.40	\$1,553.40	17.26%
A.2600.410.03.000.00.71	Water	\$2,500.00	\$350.00	\$350.00	\$2,150.00	\$1,665.00	\$485.00	19.40%

Sterling Board of Education

Budget and Expenses - BOE

From Date: 7/1/2025

To Date: 11/30/2025

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
A.2600.410.04.000.00.71	Sewer	\$18,450.00	\$26,650.00	\$26,650.00	(\$8,200.00)	\$0.00	(\$8,200.00)	-44.44%
A.2600.430.01.000.00.71	Maintenance Contracts	\$175,000.00	\$65,395.52	\$65,395.52	\$109,604.48	\$120,688.52	(\$11,084.04)	-6.33%
A.2600.430.02.000.00.71	Plant Operation & Maintenance	\$15,000.00	\$9,218.65	\$9,218.65	\$5,781.35	\$1,915.00	\$3,866.35	25.78%
A.2600.520.00.000.00.71	Plant Insurance	\$43,906.00	\$42,626.00	\$42,626.00	\$1,280.00	\$0.00	\$1,280.00	2.92%
A.2600.590.01.000.00.71	Telephone	\$12,000.00	\$5,854.85	\$5,854.85	\$6,145.15	\$7,686.62	(\$1,541.47)	-12.85%
A.2600.613.00.000.00.71	Maintenance Supplies	\$12,500.00	\$9,662.55	\$9,662.55	\$2,837.45	\$762.13	\$2,075.32	16.60%
A.2600.620.00.000.00.71	Heating Oil	\$51,461.00	\$0.00	\$0.00	\$51,461.00	\$51,461.00	\$0.00	0.00%
A.2600.739.00.000.00.71	Maintenance Equipment	\$500.00	\$114.99	\$114.99	\$385.01	\$0.00	\$385.01	77.00%
	Func: Plant Operation & Maintenance - 2600	\$568,707.00	\$211,826.82	\$211,826.82	\$356,880.18	\$326,049.64	\$30,830.54	5.42%
A.2700.112.01.000.00.71	Bus Drivers	\$245,372.00	\$51,809.69	\$51,809.69	\$193,562.31	\$190,162.91	\$3,399.40	1.39%
A.2700.112.02.000.00.71	Bus Coordinator	\$63,391.00	\$19,504.96	\$19,504.96	\$43,886.04	\$43,886.08	(\$0.04)	0.00%
A.2700.112.03.000.00.71	Van Drivers	\$152,007.00	\$38,075.85	\$38,075.85	\$113,931.15	\$118,967.62	(\$5,036.47)	-3.31%
A.2700.210.00.000.00.71	E/B Insurance	\$64,515.00	\$41,298.53	\$41,298.53	\$23,216.47	\$34,555.71	(\$11,339.24)	-17.58%
A.2700.220.00.000.00.70	E/B FICA/Medicare	\$35,249.00	\$8,006.04	\$8,006.04	\$27,242.96	\$0.00	\$27,242.96	77.29%
A.2700.240.00.000.00.71	E/B Other	\$1,902.00	\$633.92	\$633.92	\$1,268.08	\$1,267.84	\$0.24	0.01%
A.2700.330.00.000.00.71	Professional & Technical Svcs	\$2,000.00	\$1,237.00	\$1,237.00	\$763.00	\$0.00	\$763.00	38.15%
A.2700.430.00.000.00.71	Transportation Maintenance	\$43,000.00	\$13,092.37	\$13,092.37	\$29,907.63	\$0.00	\$29,907.63	69.55%
A.2700.510.00.000.00.72	Contracted Spec Ed Transportat	\$0.00	\$1,562.00	\$1,562.00	(\$1,562.00)	\$0.00	(\$1,562.00)	0.00%
A.2700.520.00.000.00.71	Vehicle Insurance	\$18,687.00	\$20,988.00	\$20,988.00	(\$2,301.00)	\$0.00	(\$2,301.00)	-12.31%
A.2700.625.00.000.00.71	Supplies - Oil, Washer Fluid,	\$9,000.00	\$4,267.00	\$4,267.00	\$4,733.00	\$0.00	\$4,733.00	52.59%
A.2700.626.00.000.00.71	Regular Fuel - Vans	\$24,000.00	\$4,303.57	\$4,303.57	\$19,696.43	\$19,646.43	\$50.00	0.21%
A.2700.627.00.000.00.71	Diesel Fuel - Buses	\$48,225.00	\$8,128.43	\$8,128.43	\$40,096.57	\$40,096.57	\$0.00	0.00%
A.2700.690.00.000.00.71	Other Supplies & Materials	\$1,000.00	\$443.32	\$443.32	\$556.68	\$0.00	\$556.68	55.67%
A.2700.739.00.000.00.71	Transportation Equipment	\$1,000.00	\$251.00	\$251.00	\$749.00	\$0.00	\$749.00	74.90%
A.2700.890.00.000.00.71	Dues & Fees	\$1,500.00	\$512.00	\$512.00	\$988.00	\$0.00	\$988.00	65.87%
	Func: Transportation - 2700	\$710,848.00	\$214,113.68	\$214,113.68	\$496,734.32	\$448,583.16	\$48,151.16	6.77%
A.3100.435.00.000.00.71	Repairs	\$2,500.00	\$0.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00	100.00%
A.3100.570.00.000.00.71	Food Service Management	\$24,000.00	\$24,000.00	\$24,000.00	\$0.00	\$0.00	\$0.00	0.00%
A.3100.621.00.000.00.71	Propane	\$1,500.00	\$0.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00	100.00%
A.3100.690.00.000.00.71	Supplies	\$250.00	\$0.00	\$0.00	\$250.00	\$0.00	\$250.00	100.00%
A.3100.700.00.000.00.71	Equipment	\$250.00	\$0.00	\$0.00	\$250.00	\$0.00	\$250.00	100.00%
	Func: Food Service Operations - 3100	\$28,500.00	\$24,000.00	\$24,000.00	\$4,500.00	\$0.00	\$4,500.00	15.79%
A.3200.111.00.000.00.71	Stipend Positions	\$17,480.00	\$0.00	\$0.00	\$17,480.00	\$17,480.00	\$0.00	0.00%
A.3200.111.01.000.00.71	Coaches Salaries	\$17,480.00	\$0.00	\$0.00	\$17,480.00	\$17,480.00	\$0.00	0.00%
A.3200.220.00.000.00.70	E/B FICA/Medicare	\$2,674.00	\$0.00	\$0.00	\$2,674.00	\$0.00	\$2,674.00	100.00%
A.3200.329.00.000.00.71	Officials	\$3,000.00	\$675.00	\$675.00	\$2,325.00	\$0.00	\$2,325.00	77.50%
A.3200.690.00.000.00.71	Activity Supplies & Materials	\$3,000.00	\$416.89	\$416.89	\$2,583.11	\$0.00	\$2,583.11	86.10%
A.3200.739.00.000.00.71	Activity Equipment	\$2,500.00	\$0.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00	100.00%
A.3200.890.00.000.00.71	Dues & Fees	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
	Func: Student Activities - 3200	\$46,634.00	\$1,091.89	\$1,091.89	\$45,542.11	\$34,960.00	\$10,582.11	22.69%
A.6110.561.01.000.00.73	Tuition: Plainfield	\$1,209,923.00	\$0.00	\$0.00	\$1,209,923.00	\$1,018,882.56	\$191,040.44	15.79%
A.6110.561.02.000.00.70	Adult Education	\$9,947.00	\$10,004.00	\$10,004.00	(\$57.00)	\$0.00	(\$57.00)	-0.57%
A.6110.561.05.000.00.73	Tuition: Magnet, QMC, STEM	\$128,278.00	\$110,730.50	\$110,730.50	\$17,547.50	\$45,990.00	(\$28,442.50)	-22.17%
A.6110.561.07.000.00.73	Tuition: Killingly, Other	\$71,226.00	\$116,904.96	\$116,904.96	(\$45,678.96)	\$138,843.04	(\$184,522.00)	-259.07%
A.6110.562.00.000.00.72	S/E Tuition CT Public	\$429,108.00	\$0.00	\$0.00	\$429,108.00	\$359,058.29	\$70,049.71	16.32%
	Func: Tuition CT PUBLIC - 6110	\$1,848,482.00	\$237,639.46	\$237,639.46	\$1,610,842.54	\$1,562,773.89	\$48,068.65	2.60%

Sterling Board of Education

Budget and Expenses - BOE

From Date: 7/1/2025

To Date: 11/30/2025

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
A.6130.563.00.000.00.72	S/E Tuition Non-Public	\$825,345.00	\$239,595.55	\$239,595.55	\$585,749.45	\$701,208.63	(\$115,459.18)	-13.99%
A.6130.563.04.000.00.72	SEDAC - Excess Cost Reimbursem	(\$300,512.00)	\$0.00	\$0.00	(\$300,512.00)	\$0.00	(\$300,512.00)	100.00%
	Func: Tuition NON-PUBLIC - 6130	\$524,833.00	\$239,595.55	\$239,595.55	\$285,237.45	\$701,208.63	(\$415,971.18)	-79.26%
Grand Total:		\$8,474,689.00	\$2,352,363.84	\$2,352,363.84	\$6,122,325.16	\$6,146,812.90	(\$24,487.74)	-0.29%

End of Report

Financial/Budget Discussions
Wednesday November 19, 2025

1. Fiscal Year 2024-2025

- a. Budget Balance Remaining - **\$100,641.77**
- b. Anticipated 2% account balance - **\$791,967**
- c. Audit remains on hold - no new updates as of 11/12/25

2. Fiscal Year 2025-2026

- a. Total Approved Budget - **\$8,474,689** (1.75% Increase)
- b. Budget Tracking
 - i. On track to remain within budget this year without using 2% account
- c. Primary Mental Health Grant - approved for \$17,473 "Research shows that early difficulties adjusting to school environments can lead to decreased academic and social-emotional functioning later in life." Primary Project's early intervention program aims to disrupt these outcomes by providing individual, weekly, play-based sessions with a trained Child Associate (paraprofessional) who builds a trusting, personal relationship with each identified student.

3. Fiscal Year 2026-2027

- a. Preliminary meetings with department heads were held last week
- b. First draft of budget expected to be ready by December 1st

4. 2% Non-Lapsing Account

- a. Current Balance \$691,326

5. Special Education Reserve

- a. Current Balance \$500,000

A mandated policy.

Community Relations/Instruction

Library Material Review and Reconsideration Policy

Statement of Policy:

The **Sterling** Board of Education understands that, on occasion, a member of the public will wish to lodge a complaint against instructional material used in the classroom or available in the school library/media center. Consideration of requests to reconsider and remove material, displays, or student programs is limited to individuals with a vested interest. An individual with vested interest may challenge any library and other educational materials, display or student program by initiating a review of such material via the submission of a request for reconsideration form.

It shall be the policy of the **Sterling** Board of Education that the removal, exclusion or censoring of any book shall not occur on the sole basis that a person with a vested interest finds such book offensive. No library and other educational material, display, or program shall be removed from library media centers, or programs be canceled, because of the origin, background, or viewpoints expressed in such material, display, or program, or because of the origin, background, or viewpoints of the creator of such material, display, or program. Library and other educational materials, displays, and student programs shall only be excluded for legitimate pedagogical purposes or for professionally accepted standards of collection maintenance practices as adopted in the collection development and maintenance policy or the display and program policy.

Until a final decision is made by the review committee, any library and other educational material being challenged shall remain available in the school library media center according to such material's catalog record and be available for a student to reserve, check out, or access.

A school district may consolidate any requests for review and reconsideration of the same challenged library and other educational material. Once a decision has been made by **the review committee** on any library and other educational material, such material cannot be subject to a new request for review and reconsideration for a period of three years.

The **Sterling** Board of Education will review and update this policy as necessary every five years.

Definitions

"Library and other educational material" means any material belonging to, on loan to or otherwise in the custody of a school library media center, including, but not limited to, nonfiction and fiction books, magazines, reference books, supplementary titles, multimedia and digital material, software and other material not required as part of classroom instruction.

Community Relations/Instruction

Library Material Review and Reconsideration Policy

Definitions (continued)

"School library staff member" means a school library media specialist, school librarian, any certified or non-certificated staff member whose assignment is in the school library or any individual carrying out or assisting with the functions of a school library media specialist or school librarian.

"Individual with a vested interest" means any school staff member employed by a local or regional board of education, parent or guardian of a student currently enrolled in a school at the time a reconsideration form is filed, or any student currently enrolled in a school at the time a reconsideration form is filed.

"Remove" means deliberately taking library material out of a library's collection. **"Remove"** does not include the process of clearing such collection of any materials that are no longer useful.

Material Review and Reconsideration Procedure

The Board of Education has established the following procedure for addressing complaints regarding the utilization of library and other educational materials:

1. Individuals with a vested interest may initiate the review or reconsideration of any library and other educational materials, display, or student program by submitting a request for recommendation form to the principal of the school in which the library and other education materials are being challenged.
2. The Principal, or the Principal's designee, shall promptly forward the request for reconsideration to the Superintendent of Schools for the school district.
3. The Superintendent, or the Superintendent's designee, shall appoint a review committee consisting of:
 - a. The Superintendent, or the Superintendent's designee;
 - b. the Principal of the school in which the library and other educational material is being challenged, or the Principal's designee;
 - c. the Director of curriculum, or a person in an equivalent position;
 - d. a representative from the local or regional board of education;
 - e. at least one grade-level-appropriate teacher familiar with the library material provided, the teacher selected is not the individual who submitted the form;
 - f. a parent or guardian of a student *age thirteen years or younger* enrolled in the school district, provided the parent or guardian selected is not the individual who submitted the form;
 - g. a parent or guardian of a student *aged fourteen years or older* enrolled in the school district, provided the parent or guardian selected is not the individual who submitted the form;
 - h. a certified school librarian employed by such board or employed by another board of education in the state.

Community Relations/Instruction

Library Material Review and Reconsideration Policy

~~Material Review and Reconsideration Procedure (continued)~~

~~In cases where such form is submitted by a student enrolled in grades nine to twelve, inclusive, and when appropriate and at the discretion of the superintendent, a student enrolled in grades nine to twelve, inclusive, may serve on the review committee if such student did not submit the reconsideration form, provided the superintendent consults with the principal of the school involved in such reconsideration request prior to making this determination whether to include such student on the review committee.~~

4. The **review committee** shall evaluate the request for reconsideration form by reading the challenged material in its entirety and evaluating the challenged material against the school district's *Collection Development and Maintenance Policy*.
5. The **review committee** shall make a *written decision* on whether to remove the challenged material *within sixty school days* from the date of receiving such request and provide a copy of the committee's decision and report to *the individual with a vested interest who submitted the form and to the principal of the school*.
6. The individual with a vested interest who submitted the *request for reconsideration form* may appeal to the *review committee's decision* to the local or regional board of education for the school district. The Board shall determine whether the reconsideration process was followed and publish the decision on the school district's website.

General Provisions

Any school library media specialist or school library staff member who, in good faith, implements the policies described in this section shall be immune from any liability, civil or criminal, that might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding that results from such implementation.

Policy adopted:

cps 6/25

Sample policies are distributed for demonstration purposes only. Unless so noted, contents do not necessarily reflect official policies of the Connecticut Association of Boards of Education, Inc.

(Name of District)

Request for Reconsideration of Library Books/Materials

Title _____

Author _____ Publisher _____

This request was initiated by

☐ Parent/Guardian

☐ Student

☐ Other (please specify) _____

The material is best described as a:

☐ Book

☐ Video or Online Content

☐ Periodical/Magazine

☐ Other Media. Please specify _____

Please answer the following questions:

1. Did you read, view, or listen to the entire work? If not, what parts did you examine?

2. In what specific ways do you think this work is inappropriate for students?

3. What have you been told about the educational purpose of this material?

4. What do you believe is the theme or purpose of this material?

5. For what age group would you recommend this material?

6. Are you aware of the judgment of this work by literary critics and/or professional educators/organizations?

7. What are the valuable aspects of this material?

8. What do you feel may be the results of students reading, listening to, or viewing this material?

9. What work/material of equal or superior value would you recommend replacing the one in question?

10. Please explain your reasons for your objection:

Signature of Complainant

Date

PUBLIC SCHOOLS

CONNECTICUT

Request for Appeal of Reconsideration of Library and Other Educational Materials Decision

Full Legal Name: _____ Title _____ of
Material: _____

Address: _____ Telephone Number: _____

Author: _____ Publisher: _____

Date the Reconsideration Decision was communicated to you: _____

Please explain why you are appealing against this decision:

How do you believe the review committee failed to follow the reconsideration process?

Are you submitting any documentation with this appeal? If so, please list/describe supporting documents:

PUBLIC SCHOOLS

CONNECTICUT

Sample Letter to Complainant

Date: _____

Complainant Name

Address Line 1

Address Line 2

Dear [Complainant's Name],

Thank you for bringing your concerns regarding one of our school's library materials to our attention. In accordance with Connecticut state law, our school has a procedure in place to adjudicate concerns and reconsideration requests.

To facilitate this review, we kindly request that you submit a *Request for Reconsideration of Library Books and Materials* form to clearly identify the specific content you find objectionable and describe the nature of your concerns. Once your submission is received, it will be forwarded to the District Library Review Committee for formal consideration. The Committee's review process includes thoroughly reviewing the material, assessing its educational value, and addressing all concerns raised.

If you have any questions or require assistance with this process, please do not hesitate to contact me at [phone number or email address].

Thank you for engaging with us to support a thoughtful and responsible approach to creating libraries that meet the needs of all students.

Sincerely,

[Your Name]

[Your "Vested Interest" Identity]

A mandated policy.

Community Relations/Instruction

Library Collection Development and Maintenance Policy

The **Sterling** Board of Education recognizes that library and other education materials should be provided for the interest, information and enlightenment of all students, and represent a wide range of varied and diverging viewpoints in the collection as a whole.

Students shall have access to the library and other educational material that is relevant to the research, independent reading interests, and educational needs of students based on a student's age, development, or grade level.

The library media center is an important place for voluntary inquiry, the dissemination of information and ideas, and the promotion of free expression and free access to ideas by students.

A school library media specialist **or principal** is professionally trained to curate and develop a collection that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational material.

The **Sterling** Board of Education directs the Superintendent to create an administrative regulation that establishes a procedure for a certified school library media specialist **or principal** to continually review library and other educational material within a school library media center using professionally accepted standards which shall include, but need not be limited to: the material's relevance, physical condition of the material, availability of duplicates or copies of the material, availability of more recent age-appropriate or grade-level appropriate material and continued demand for the material.

Policy adopted:

cps 6/25

A mandated policy.

Community Relations/Instruction

Library Display and Program Policy

Library displays and student programs are critical in serving as resources for voluntary inquiry, the dissemination of information and ideas, and promoting free expression and free access to ideas by students.

The **Sterling** Board of Education recognizes that library displays are provided for the interest, information and enlightenment of all students, represent a wide range of varied and diverging viewpoints, and provide access to content that is relevant to the research, independent interests and educational needs of students.

The **Sterling** Board of Education acknowledges that a school library media specialist or **principal** is professionally trained to curate and develop displays and programs that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational materials.

Policy adopted:

cps 6/25

A mandated policy.

Instruction

Special Education

The **Sterling** Board of Education accepts its legal duties and responsibilities for providing special education for the students of the school district.

The district shall provide a free appropriate public education and necessary related services to all children requiring special education, as defined in PA 25-67 Section 1, residing within the district, required under the Individuals with Disabilities Education Act ("IDEA"), Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and Connecticut Statutes.

It is the intent of the District to ensure that students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate educational services. Students may be disabled within the meaning of Section 504 of the Rehabilitation Act even though they do not require services pursuant to the IDEA.

For students eligible for services under IDEA, the District shall follow procedures for identification, evaluation, placement, and delivery of services to children with disabilities provided in state and federal statutes that govern special education. For those students who are not eligible for services under IDEA, but because of disability as defined by Section 504 of the Rehabilitation Act of 1973, need or are believed to need special instruction or related services, the District shall establish and implement a system of procedural safeguards. The safeguards shall cover students' identification, evaluation, and educational placement. This system shall include notice, an opportunity for the student's parent(s)/guardian(s)/surrogate parent to examine relevant records, an impartial hearing with opportunity for participation by the student's parent(s)/guardians(s), representation by counsel, and a review procedure.

Effective July 1, 2023, all students remain eligible for special education services under the Individuals with Disabilities Education Act (IDEA) through the end of the school year during which the student turns age 22, or until the student graduates from high school with a regular high school diploma, whichever occurs first. Pursuant to the Connecticut General Statutes §10-259, school year is defined as July 1 through June 30. A free appropriate public education (FAPE) must be provided to any child requiring special education beginning on or after the child's third birthday, whether that birthday occurs during the regular school year.

In making a determination of eligibility for special education and related services, through use of a variety of assessment tools and strategies designed to gather relevant functional, developmental, and academic information, a student shall not be determined to be a disabled student if the dominant factor for such a determination is a lack of appropriate instruction in reading, including in the essential components of reading instruction, as defined in the Every Student Succeeds Act, lack of instruction in math or limited English proficiency or evidence that a child's behavior repeatedly violated disciplinary policy.

Instruction

Special Education (continued)

Further, the District is not required to take into consideration whether a student has a severe discrepancy between achievement and intellectual ability in oral expression, listening comprehension, written expression, basic reading skills, reading comprehension or mathematical calculation or reasoning. A child shall become eligible for special education services on his or her third birthday.

In determining whether a child has a specific learning disability, the District may use a process that determines if the student responds to scientific, research-based intervention as a part of the evaluation procedures to determine eligibility. The program to which each student with a disability is assigned shall provide an appropriate education, seek to assure success in learning, and offer the least restrictive environment, in accordance with federal and state regulations. No student with a disability shall be denied, because of handicap/disability, participation in activities, programs, or services offered or recognitions rendered to District students, unless participation is not possible because of the handicap/disability.

Each student requiring special education, as defined in PA 25-67 section 1, who is a resident of the district shall be provided quality education programs and services that meet the student's needs for educational, instructional, transitional and related services. The special education program shall be designed to comply with federal and state law; conform to district goals; and integrate programs of special education with the regular instructional programs of the schools, consistent with the interests of the student requiring special education and other students. If necessary, students requiring special education may also be placed in private school education facilities. Students with disabilities are required by federal law to be included in State and District-wide assessments, with appropriate accommodations where necessary.

In accordance with the regulations of the State Board of Education, each local and regional Board of Education shall:

1. Provide special education for children requiring special education, as defined in PA 25-67 section 1.
2. The obligation of the school district under this subsection shall terminate when such child graduates from high school or at the end of the school year during which such child reaches age twenty-two, whichever occurs first.
3. Report to the Department of Education on each placement of a student receiving special education services for which the board is paying a portion of the cost:
 - a. Whether such placement is a result of a decision of a planning and placement team meeting, a settlement agreement, or a special education hearing pursuant to section 10-76h of the general statutes;

Instruction

Special Education (continued)

- b. Whether such placement is with an approved or nonapproved private provider of special education services, regional educational service center, operator of an interdistrict magnet school program, state charter school, a cooperative arrangement pursuant to section 10-158a of the general statutes, a local or regional board of education operating an outplacement program or as part of the statewide interdistrict public school attendance program pursuant to section 10-266aa of the general statutes;
- c. The amount being paid by the Board;
- d. The special education services being provided;
- e. The location of the facility at which such special education services are being provided;
- f. The total number of any agreements such Board enters into with a student, parent, or guardian during the preceding school year that includes provisions for nondisclosure of special education services or a waiver of the rights to which such student, parent, or guardian is entitled pursuant to the Individuals with Disabilities Education Act, 20 USC 1400 et seq;
- g. Any other information requested by the Department.

The District shall also take steps to make the public aware that all children and youth from birth through the end of the school year during which the student turns age 22, and suspected of having a disability, have a right to a formal determination as to whether they have such a condition or disability.

The Board shall determine the facilities, programs, services, and staff that will be provided by the District for the instruction of students requiring special education. To maintain an effective special education plan, the Board may participate in special education programs of other school districts or those offered by a RESC.

Evaluation of Special Education Program

On or after June first, but prior to September thirtieth annually, the superintendent shall provide, at a regularly scheduled meeting of the Board of Education, an annual report concerning the special education programs of the school district with the following information:

- 1. The number and names of all community-based organizations with whom the board of education has executed a formal memorandum of understanding, memorandum of agreement, or contract to provide support services to students in the school district, disaggregated by school and type of support service provided;

Instruction

Special Education

Evaluation of Special Education Program (continued)

2. The workforce development programs offered by the board of education to students in which the board has partnered with an outside entity, including, but not limited to, cooperatives, internships, in-school job training programs provided by businesses, and in-school workforce board presentations, and
3. Attrition data for certified and noncertified staff, disaggregated by school and subject, not including in-district transfers.

The report shall also include recommendations of the Superintendent and staff, and by any advisory groups, for improvement in the program.

In addition to the annual report, the Superintendent shall make interim reports whenever any phase of the program is significantly less satisfactory than was expected so that necessary adjustments may be made.

The Superintendent shall make certain that the individualized education plan of each student is reviewed periodically, or at least annually.

The Superintendent of Schools or his/her designee is directed to develop a comprehensive plan for compliance with all the requirements of federal and state law for the education of students with disabilities residing in or attending school in the school district. The Board of Education requests that the plan be in harmony with the school district's financial abilities, with the availability of special facilities needed, and the availability of trained and certified personnel.

Legal Reference: Connecticut General Statutes
 10-76a Definitions. (as amended by PA 00-48 and PA 06-18)
 10-76b State supervision of special education programs and services. (as amended by PA 12-173)
 10-76c Receipt and use of money and personal property.
 10-76d Duties and powers of boards of education to provide special education programs and services. (as amended by PA 97-114, PA 00-48, PA 06-18 and June Special Session PA 15-5, Section 277)
 10-76e School construction grant for cooperative regional special education facilities.
 10-76f Definition of terms used in formula for state aid for special education.
 10-76ff Procedures for determining if a child requires special education (as amended by PA 06-18)
 10-76g State aid for special education.
 10-76h Special education hearing and review procedure. Mediation of disputes. (as amended by PA 00-48)



NORWICH FREE ACADEMY

AGREEMENT BETWEEN THE STERLING BOARD OF EDUCATION AND NORWICH FREE ACADEMY

This Agreement is effective the 1st day of July, 2026, by and between the STERLING BOARD OF EDUCATION, located at 251 Sterling Road, Sterling CT 06377 (hereinafter the "Sterling Board of Education"), and the NORWICH FREE ACADEMY, a Connecticut privately governed non-stock corporation located at 305 Broadway, Norwich, CT 06360 (hereinafter the "Academy").

WHEREAS the Academy maintains a privately governed high school approved by the Connecticut State Board of Education, which provides facilities and services for a high school education, grades nine (9) through twelve (12) inclusive, which facilities and services comply with the requirements of state and federal law pertaining to public schools; and

WHEREAS the Sterling Board of Education desires to avail itself of the Academy's high school facilities and services for the purpose of providing a high school education to eligible students from the town of Sterling;

NOW THEREFORE, in consideration of the mutual promises, covenants and stipulations set forth herein, the Sterling Board of Education and the Academy agree as follows:

1. **Designation or Recognition.** Pursuant to Connecticut General Statutes §10-33, the Sterling Board of Education hereby recognizes the Academy as an approved designated high school, effective July 1, 2026. This designation shall remain in effect for the duration of this Agreement, including any extensions, unless terminated by either party in accordance with Paragraph 11 of this Agreement. The parties further acknowledge the Head of School of the Academy and the Superintendent of Sterling Public Schools as the duly authorized representatives and operational leaders of their respective institutions for all purposes under this Agreement.
2. **Facilities and Services.** The Academy will furnish educational facilities, instruction and courses for grades nine through twelve, as required and in compliance with applicable provisions of the Connecticut General Statutes and related regulations of the State Board of Education for all of the qualified students residing in the town of the Sterling and designated by the Sterling Board of Education, who elect to seek a comprehensive high school general education program at the Academy, subject to all the requirements, privileges, restrictions, rules and regulations, and awards accorded the Academy's student body.
3. **Special Education Students.** The Academy and the Sterling Board of Education recognize that the type, frequency and duration of special education and related services provided to students eligible for special education services pursuant to the Individuals with Disabilities Education Act ("IDEA") and applicable state law (each a "Special Education Student" and collectively the "Special Education Students") must be individualized based on the individual needs of each Special Education Student, as determined by the Special Education Student's planning and placement team ("PPT"). Any change in a Special Education Student's program or provided services must be authorized by the planning and placement team (PPT). The membership of the PPT will include personnel from the district of the Sterling Board of Education, including the Director of Special Education or the Director's designee.

In furtherance of the needs of Special Education Students and in compliance with state and federal law, the Academy agrees to provide a wide range of special education opportunities to all Special Education Students from Sterling as well as furnish the special education and related services outlined in each Special Education Student's individualized education program ("IEP") that the Academy is able to provide, if deemed appropriate by a PPT. All services as outlined in the Special Education Student's IEP

will be provided by the Academy. The Academy agrees to document and maintain records of all IEP services. If the PPT determines that a Special Education Student requires additional evaluation for services, the Sterling Board of Education shall have the programmatic and financial responsibility for these assessments as required by state and federal law.

The parties acknowledge that the Academy may not be able to provide a free, appropriate public education to certain Special Education Students from Sterling for whom education in regular classes with the use of supplemental aids and services cannot be achieved satisfactorily. The parties therefore agree that if the PPT determines that a Special Education Student must be placed in a program or facility other than the Academy, the Sterling Board of Education shall have the programmatic and financial responsibility for such placements, as required by state and federal law.

4. Portfolio of Specialty Services and Programs. As a component of the January 15th Notification of Tuition (Section 6), the Academy agrees to annually provide to the Sterling Board of Education a copy of the Academy's Portfolio of Special Education Programs and Specialty Programs. Such notification shall reflect updated programming and costs for the upcoming fiscal year.
5. Homebound Instruction/Expelled Students. Representatives of the Sterling Board of Education and the Academy shall confer on the appropriate manner of providing any homebound instruction required by Sterling's General Education and Students enrolled at the Academy in accordance with applicable state regulations. The provision of any homebound instruction required by the Sterling's Special Education Students enrolled at the Academy shall be in accordance with the recommendation of the student's PPT and applicable state and federal regulations. If it is determined that the instructional needs of the student may be met through the Academy's Virtual Wildcat Learning Academy (WLA), the Academy shall provide a virtual opportunity at no cost to the Sending District. If the team determines that the student requires In Person Homebound Instruction, the Academy will arrange and manage this service with the Sterling Board of Education being responsible for the financial costs as aligned to the Academies contracted personnel rates.

If an alternative educational opportunity is required to be provided under Connecticut General Statutes Section 10-233d(d) to a student expelled by the Academy (or by an impartial hearing board established by the Academy) the Academy will provide the alternative educational opportunity to the expelled student in a manner determined by the Academy in accordance with Connecticut General Statutes Section 10-233d(d).

6. Tuition and Expenses. So that both the Academy and the Sterling Board of Education shall be able to bring more certainty to their budgetary processes, the parties agree to the following with respect to General Education, Special Education and Specialty Programs. The tuition in each fiscal year of this Agreement for all programs shall be established by the Trustees of the Academy. The Academy will not place any student in any Special Education/Specialty Program that requires a tuition increase without receiving advance written permission from the Sterling Board of Education.

A. General Provisions.

Notification of General/Special Education/Specialty Program Enrollment: Not later than October 1 of each year of this agreement, the Academy shall notify the Sterling Board of Education of the number of General Education students currently enrolled. This data will be confirmed by the Sterling Board of Education no later than October 15. This number will serve as the basis for total tuition costs for the current school year. In addition, the Academy shall notify the Sterling Board of Education of the number of Special Education/Specialty Program students enrolled. This data will be confirmed by the Sterling Board of Education no later than October 15. This

number will serve as the basis for total General/Special Education/Specialty Program tuition costs for the current school year. The Sterling Board of Education will only be responsible for the number of students who attend the Academy based on the October census. If General or Special Education Students enroll after the October census, the Sterling Board of Education shall be prorated on a per diem basis based on the date of enrollment.

Notification of Tuition/Tuition Increase. For the first year of this agreement, the Sterling Board of Education will pay the tuition fee assigned to Partner Districts as determined in the NFA Master Agreement. For preceding years, The Academy shall notify the Sterling Board of Education no later than January 15 each year of this Agreement of the: (a) full-time General Education tuition per student for the following school year; and (b) the full-time Special Education tuition per student for each Academy program; and (c) the full-time tuition for Specialty Programs such as, but not limited to, the Sachem Campus Program for the following school year. The Academy at no time shall increase tuition for the academic year, once the Sterling Board of Education has been notified. If the tuition increase may exceed 4% then the Academy will notify the Sterling Board of Education of the possible increase no later than December 31st.

Tuition Procedures. In the event of a tuition increase, such increase shall apply to General Academy Tuition including the General Tuition portion of the Special Education and Specialty Programs. The Academy reserves the right to review the Special Education Tuition/Specialty Program Tuition rates and adjust on an alternate year cycle.

B. Total Tuition Cost Procedures

General Education Total Tuition. The total General Education Tuition cost for the Sterling Board of Education shall be based on the annual General Education Tuition cost per student multiplied by the October census for the current school year. Students enrolled after the October census shall be prorated on a per diem basis based on the date of enrollment.

Special Education/Specialty Program Total Tuition. The total Special Education/Specialty Program Tuition cost includes the General Education Tuition cost (see preceding) and the cost for each Special Education/Specialty Program. The total cost for the Sterling Board of Education shall be based on this total tuition multiplied by the October census of Special Education Students for the current school year. Special Education Students enrolled after the October census shall be prorated on a per diem basis based on the date of enrollment and their identified Special Education/Specialty program.

Adjustments for Special Education Students. Adjustments to programs/placements based on the students IEP as determined by the PPT team shall be prorated on a per diem basis based on the date of enrollment in the newly determined program.

C. Transfer-Students

Transfer (Post 10/1 Census Date) Students. In the event that one or more families moves to the Sending Town mid-year, the Academy shall accept otherwise eligible children of such families as students in grades nine (9), ten (10), eleven (11) and twelve (12). The Sterling Board of Education shall be responsible for the payment of tuition for such student(s), which shall be prorated on a per diem basis based on the date of enrollment.

Students Outside the Enrollment Process. In the event that any student from the Sending Town who falls outside of the enrollment process set forth in this Agreement is found to be lawfully attending the Academy (e.g., pursuant to Connecticut General Statutes Sec. I 0-186 or other applicable statutes, including, but not limited to via transfer from the Sterling Board of

Education's other designated high school), the Sterling Board of Education shall be liable for tuition payments. Should a transfer student require Special Education services, payment for the same shall be consistent with the terms of this Agreement shall be prorated on a per diem basis based on the date of enrollment.

Transfer Limit Understanding. In an effort to avoid disruption to students' academic program and avoid the Sterling Board of Education being required to "double pay tuition," for a specific student, it is agreed and understood that neither the Sterling Board of Education nor the Academy will permit students to transfer in or out of the Academy to the Sterling Board of Education's other designated high school between October 1st and the end of the school year. If such a transfer is deemed necessary, written mutual agreement must be reached by both Parties. In the event this agreement is reached, it is understood that the Sterling Board of Education will be relieved of remaining tuition payments beyond the current quarter.

D. Invoicing and Payments Procedures

Invoices. The Academy will submit invoices for tuition to the Sterling Board of Education on or before October 15 and March 15 of each year.

Late Payments. Payments to the Academy for tuition shall be submitted by the Sterling Board of Education no later than thirty (30) days past the invoice date unless an alternative payment schedule is agreed to in advance. A late payment fee of 1% of the quarterly payment will be assessed for all payments not meeting this deadline.

7. Transportation. The Sterling Board of Education shall be responsible for the transportation needs of students to and from the Academy on regularly scheduled school days as determined by the Academy's approved calendar. The parties acknowledge that the Academy may need to alter the approved calendar at various points throughout the year to accommodate a variety of needs such as but not limited to emergencies, school cancellations and early dismissal for state testing dates. Transportation for Special Education students including Specialty Programs shall be determined by the PPT team and the responsibility of the Sterling Board of Education.
8. Insurance. The Academy shall provide to the Sterling Board of Education proof of Commercial General Liability insurance for claims arising out of any physical injury that occurs on the premises at which educational services are being provided pursuant to this Agreement as outlined in the attached Certificate of Liability Agreement. It is understood that said liability insurance shall be only for the premises or school sponsored events of the Academy or such other location at which educational services are being provided by the Academy hereunder.
9. Information. On an annual basis, the Academy shall provide the following reports to the Sterling Board of Education:
 1. Annual Performance Report summarizing the enrollment, attendance, behavior, grades and post-secondary outcomes of Sterling Board of Education students.
 2. The upcoming School Year Calendar (prior to January 1 of each year)
 3. A listing of 9th grade students who have not earned 6 credits
 4. A listing of 12th grade students who have not earned 25 credits

On a quarterly basis, the Academy will provide the following reports to the Sterling Board of Education:

1. Listing of Honor Roll students
2. Listing of Sterling Board of Education students who are chronically absent
3. Listing of Sterling Board of Education students who have received an out-of-school suspension, in-school suspension or expulsion

4. Listing of all Sterling Board of Education students who have withdrawn from the Academy
In addition, at the request of the Sterling Board of Education, and aligned to FERPA and FOIA requirements, the Academy will work collaboratively to provide all relevant information regarding specific complaints or incidents.

10. Expulsions. The Academy shall notify and invite the Superintendent of Schools for the Sterling Board of Education to attend any and all expulsion hearings of students of the Sterling Board of Education that are initiated by the Academy in accordance with applicable law.
11. Term and Termination. This Agreement shall remain in force for a period of three (3) years commencing on July 1, 2026 and ending on June 30, 2029 and will automatically be extended for an additional period of three (3) years upon the same terms and conditions of this Agreement unless either party provides written notice of their intent not to renew the initial Agreement at least twenty-four (24) months prior to expiration of the expiring Agreement. Accordingly, in the event that notice is not provided as set forth herein, this Agreement shall automatically renew for an additional three (3) year period. Additionally, either party may terminate this Agreement upon any annual commencement date of this Agreement with twenty-four (24) months prior written notice to the other party. In the event of termination of this Agreement, the termination will be phased in so that all students of the Sterling Board of Education who attend Grade 9 (or above) at the time of the notice will be permitted to continue to attend the Academy until their graduation at the end of Grade 12 (with the applicable general education or special education tuition for each student determined in accordance with Section 6 herein through each student's respective graduation date).
12. Enrichment Opportunities. The Academy and the Sterling Board of Education will work together and endeavor to provide enrichment opportunities and exploratory programs for the Sterling Board of Education's 7th and 8th grade students. Additionally, they will seek to establish additional joint activities which may include, but are not limited to:
 1. Encouraging use of the museum, library and public access T. V. facilities.
 2. Loans of library materials from the Land Library to the library located in the Sterling Board of Education's town for the Sterling Board of Education's residents, and
 3. Providing electronic access to the Land Library to residents of the Sterling Board of Education's town.
13. Entire Agreement. This Agreement represents the entire agreement between the parties relative to the matter or subjects herein contained and supersedes any and all other contracts or earlier agreements, written or oral, between them.
14. Modification. No waiver or modification of this Agreement or of any covenant, condition or limitation herein contained shall be valid unless in writing and duly executed by the parties.
15. Governing Law. This Agreement shall be construed and governed by and under the laws of the State of Connecticut.
16. Disputes. The parties agree that in the event of a dispute regarding the terms and conditions set forth herein, the aggrieved party shall submit a written notice of the dispute to the other party setting forth the specific issues in dispute.

If the parties are unable to resolve the dispute within thirty (30) calendar days of the date of the notice (or, by written agreement of the parties, an extended period of time), and the aggrieved party desires to pursue the matter further, the dispute shall be resolved by use of the Connecticut superior court for New London County, unless the parties agree in writing to another forum to be used in lieu of the superior court.

17. Notices. Whenever notice is given or required to be given by either of the parties hereto to the other, it shall be in writing and deemed to have been given: (i) when delivered or refused by hand during regular business hours; (ii) five (5) days after being sent by United States Postal Service, registered or certified mail, postage prepaid, return receipt requested; (iii) the next business day if sent by a reputable national overnight express mail service that provides tracing and proof of receipt or refusal of items mailed; or (iv) when sent if sent by facsimile or email during business hours, addressed to the Academy or the Sterling Board of Education, as the case may be, at the address or addresses, facsimile number or email address set forth below or such other addresses as the parties may designate in a notice similarly sent. Notice by counsel to a party shall constitute notice from such party. Notices to the Academy and the Sterling Board of Education shall be delivered as follows:

If to the Academy:

Head of School
Norwich Free Academy
305 Broadway
Norwich, CT 06360

With a copy to:

Chairman, Board of Trustees
Norwich Free Academy
305 Broadway
Norwich, CT 06360

If to the Sterling Board of Education:

Chairperson, Board of Education
Sterling Public Schools
Board of Education Offices
251 Sterling Road, Sterling CT 06377

With a copy to:

Superintendent of Schools
Sterling Public Schools
Board of Education Offices
251 Sterling Road, Sterling CT 06377

19. No Joint Employer or Other Relationship. The parties agree and acknowledge that this Agreement does not create a joint employer relationship, nor should one entity be deemed an affiliate, subsidiary, division, agent or representative of the other.
20. Severability. Whenever possible, each provision of this Agreement shall be interpreted in such a manner as to be effective and valid under applicable law. In the event that any portion of this Agreement is found to be null and void under applicable law, such provision shall be deemed to be restated to reflect the original intentions of the parties, as nearly as possible in accordance with the applicable law, and if capable of substantial performance, the remaining portions of the Agreement shall survive and be enforced as if this Agreement was entered into without an invalid provision. If the ruling and/or controlling principle of law or equity leading to the ruling is subsequently overruled, modified or amended by legislation, judicial or administrative action, then the provision(s) in question as originally set forth in this Agreement shall be deemed valid and enforceable to the maximum extent permitted by the new controlling principle of law or equity.
21. Counterparts. This Agreement shall be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall constitute one in the same agreement. A fax, copy or electronic signature page shall constitute an original.
22. Section Headings, Construction. The headings of Sections in this Agreement are provided for

convenience only and will not affect its construction or interpretation. All words used in this Agreement will be construed to be of such gender or numbers as the circumstances require. Unless otherwise expressly provided, the word “including” does not limit the preceding words or terms. “Academy” and “Sterling Board of Education” shall include its employees, consultants and/or independent contractors as the circumstances require.

23. Waivers. No waiver by any party of a breach of any provision of this Agreement, and no failure by any party to exercise any right or remedy relating to a breach of any provision of this Agreement, shall (a) constitute a waiver or relinquishment for the future of such provision, (b) constitute a waiver of or consent to any subsequent breach of such provision, or (c) bar any right or remedy of such party relating to any subsequent breach.

NORWICH FREE ACADEMY

STERLING BOARD OF EDUCATION

By:

By:

Chris Jewell, Chairman Board of Trustees

Chairperson, Sterling Board of Education

Date:

Date: