

# FAIRFIELD PUBLIC SCHOOLS

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Board of Education Special Meeting Agenda  
501 Kings Highway East, 2<sup>nd</sup> Floor Board Conference Room  
**THURSDAY** September 22, 2016  
**Special Meeting 7:30 PM**

1. Call to Order of the Special Meeting of the Board of Education and Roll Call
2. Pledge of Allegiance
3. Business Items

A. Public Comment

*During this period the Board will accept public comment on items pertaining to this meeting's agenda\* from any citizen present at the meeting (\*per BOE By-Law, Article V, Section 6). Those wishing to videotape or take photographs must abide by CGS §1-226.*

B. Review of State Assessments and Advanced Placement Exams, Dr. Boice, Mr. Cummings

- Smarter Balanced Assessment
- Connecticut Mastery Test – Science
- Scholastic Aptitude Test
- Advanced Placement Examinations

*(Enclosure No. 1)*

C. Financial Review of 2015-2016 Fiscal Year, Mrs. Munsell

*(Enclosure No. 2)*

D. Approval of Policies

- Policy 3516, Business - Safe and Secure School Facilities, Equipment and Grounds
- Policy 3524.1 Business – Pest Management/Pesticide Application
- Policy 4115/4215 Personnel – Appointment and Conditions of Employment

**Recommended Motion:** “that the Board of Education approve Policies 3516, 3524.1 and 4115/4215”

E. Approval of Policies for Deletion

- Policy 3120 Business – Budget Implementation
- Policy 3120.2 Business – Day to Day Budget Control

**Recommended Motion:** “that the Board of Education approve the deletion of Policies 3120 and 3120.2”

F. First Reading of Policy 4152.6/4252.6 Personnel – Personal Leaves, Family and Medical Leave Act

*(Enclosure No. 3)*

G. Approval of Minutes of the Regular Meeting of September 6, 2016

**Recommended Motion:** “that the Board of Education approve the minutes of the Regular Meeting of September 6, 2016”

*(Enclosure No. 4)*

H. Superintendent's Report

I. Committee/Liaison Reports

J. Open Board Comment

4. Adjournment

**Recommended Motion:** “that this Special Meeting of the Board of Education adjourn”

CALENDAR OF EVENTS

October 4, 2016	Board of Education Regular Meeting	501 Kings Hwy East 2 <sup>nd</sup> Floor Board Conference Room
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*Michael Cummings*  
Director of Elementary Education  
Phone: 203-255-8372  
FAX: 203-255-8273

TO: Dr. Stephen Tracy

FROM: Dr. Margaret Boice  
Mr. Michael Cummings

DATE: September 15, 2016

RE: State assessment results in English, Mathematics and Science

We have conducted an initial review of the 2016 Smarter Balanced Assessment results as well as the 2016 Science CMT and CAPT results. Attached to this memo are charts that provide an overview of the results.

Our preliminary analysis has indicated some areas to highlight and pursue further.

#### Highlights

- While the state has not yet provided performance level results on the SBA, CMT, and CAPT we are able to compare state and district performance on the combined top levels (SBA – levels 3 and 4, CMT and CAPT – levels 4 and 5). Results continue to exceed the state of Connecticut average. The difference between the percent of students meeting or exceeding district and state performance on the ELA assessment ranges from 14 to 21 percentage points with an average difference of 18%. On the mathematics assessment, district averages exceeded state averages by a range of 18 to 23 percentage points with an average difference of 21%.
- Across grades 3-8 ELA performance on the SBA remained consistent.
- The strongest district performance in math in 2016 occurred in grades 5 and 6. This year that performance remained steady while instructional and curricular efforts to improve performance in other grades resulted in a 7% increase in grade 3, 4% increase in grade 4, 3% increase in grade 7, and an 8% increase in grade 8.
- Student performance on the top two bands of the science assessments increased 4% in grade 5, 3% in grade 8 and remained constant at 70% in grade 10
- While nearly all school assessment results exceeded state averages, student performance, by grade and by school, varies greatly.

### Next Steps:

- With two iterations of the SBA data there is now opportunity to study the performance of cohorts of students as they progress through the school system.
- We will correlate student performance on STAR to SBA performance with the intent of using STAR as a formative assessment to identify and respond to student learning needs. The expansion of STAR into grades K-2 for reading and in grades K-8 math also will provide greater opportunities for analysis and response in the fall of 2017.
- The District Data Team will conduct a systematic review of the data and comparison of this data to other assessment measures.
- Data will be disaggregated in order to review the free/reduced lunch data as reflected in the District Improvement Plan.
- The curriculum leaders will work with school based data teams, principals and teachers to analyze student and school specific results.
- Building based coaches will work with teachers to analyze past performance and help plan instructional changes.

We are in the process of conducting a more detailed analysis of the scores in our district data teams, as well as at the school and department levels. Such analysis will include cohort studies of student performance on the 2015 and 2016 SBA as well as correlational studies to the STAR formative assessment.

### Questions for further study:

- What is the correlation of student SBA performance to other district assessment measures?
- How does student performance on the standards reflect the implementation of the current curriculum? Where is there close alignment and what are the prioritized areas for improvement?
- What specific actions did we take in 2015-16 that had an impact on student performance? How can those actions be replicated? What specific actions had little or no impact? Can those actions be modified for success?
- In what classrooms, grades, and schools are the greatest successes occurring and what conditions are potentially creating that success? Once identified, how do we work to disseminate best practices in instruction, assessment, and support to areas of greater need?
- After disaggregating student performance by subgroup including free and reduced lunch, ELL, and length of time in the district, what potential district and building responses can be developed to support student achievement? How can such responses be incorporated into the action steps of department and school improvement plans? Are we offering appropriate supports for all schools with identified achievement gaps?
- What is the impact of prior grades curriculum and instruction on ELA and Math student achievement levels in grade 3? How can we best monitor grade K-2 instruction in order to increase reading achievement across the district?
- What changes in instructional practice are required to meet the needs of our most challenged learners? How do we allocate resources to support those needs?

# State Assessment Data and Advanced Placement Results

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### Legend for Table Data

#### SBA

Level 1 - Does Not Meet  
 Level 2 - Approaching  
 Level 3 - Meets  
 Level 4 – Exceeds

#### CMT/CAPT

Level 1 - Below basic  
 Level 2 - Basic  
 Level 3 -Proficient  
 Level 4 - Goal  
 Level 5 - Advanced

**TABLE 1**  
**2015-16 SBA Fairfield District and State Results**

English/Language Arts

	# Tested	2015			# Tested	2016			Fairfield
Grade 3	853	Fairfield	State	Difference	722	Fairfield	State	Difference	2015 to 2016
% Level 1		12	23	-11		10		10	-2
% Level 2		21	23	-2		21		21	0
% Level 3		27	24	3		25		25	-2
% Level 4		40	30	10		43		43	3
% Level 3+4		67	54	13		68	54	68	1

	# Tested	2015			# Tested	2016			Fairfield
Grade 4	768	Fairfield	State	Difference	860	Fairfield	State	Difference	2015 to 2016
% Level 1		11	26	-15		12		12	1
% Level 2		17	19	-2		13		13	-4
% Level 3		29	24	5		28		28	-1
% Level 4		43	31	12		47		47	4
% Level 3+4		72	55	17		75	56	75	3

	# Tested	2015			# Tested	2016			Fairfield
Grade 5	745	Fairfield	State	Difference	761	Fairfield	State	Difference	2015 to 2016
% Level 1		7	23	-16		10		10	3
% Level 2		12	19	-7		14		14	2
% Level 3		35	33	2		31		31	-4
% Level 4		45	26	19		45		45	0
% Level 3+4		80	59	21		76	59	76	-4

**TABLE 1**  
**2015-16 SBA Fairfield District and State Results**

	# Tested	2015			# Tested	2016			Fairfield
Grade 6	789	Fairfield	State	Difference	759	Fairfield	State	Difference	2015 to 2016
% Level 1		5	19	-14		7		7	2
% Level 2		17	25	-8		17		17	0
% Level 3		43	35	8		40		40	-3
% Level 4		35	21	14		36		36	1
% Level 3+4		78	56	22		76	55	76	-2

	# Tested	2015			# Tested	2016			Fairfield
Grade 7	779	Fairfield	State	Difference	798	Fairfield	State	Difference	2015 to 2016
% Level 1		8	21	-13		8		8	0
% Level 2		15	22	-7		18		18	3
% Level 3		51	39	12		43		43	-8
% Level 4		27	18	9		31		31	4
% Level 3+4		78	57	21		74	55	74	-4

	# Tested	2015			# Tested	2016			Fairfield
Grade 8	825	Fairfield	State	Difference	782	Fairfield	State	Difference	2015-16
% Level 1		8	20	-12		7		7	-1
% Level 2		22	26	-4		19		19	-3
% Level 3		46	37	9		46		46	0
% Level 4		25	17	8		29		29	4
% Level 3+4		71	54	17		75	56	75	4

**TABLE 2**  
**2015-16 SBA Fairfield District and State Results**

**Mathematics**

	# Tested	2015			# Tested	2016			Fairfield
Grade 3	855	Fairfield	State	Difference	722	Fairfield	State	Difference	2015 to 2016
% Level 1		11	27	-16		9		9	-2
% Level 2		25	25	0		20		20	-5
% Level 3		41	30	11		40		40	-1
% Level 4		23	18	5		31		31	8
% Level 3+4		64	48	16		71	53	71	7

	# Tested	2015			# Tested	2016			Fairfield
Grade 4	767	Fairfield	State	Difference	860	Fairfield	State	Difference	2015 to 2016
% Level 1		9	23	-14		7		7	-2
% Level 2		27	33	-6		26		26	-1
% Level 3		40	27	13		39		39	-1
% Level 4		24	17	7		29		29	5
% Level 3+4		64	44	20		68	48	68	4

	# Tested	2015			# Tested	2016			Fairfield
Grade 5	744	Fairfield	State	Difference	761	Fairfield	State	Difference	2015 to 2016
% Level 1		11	33	-22		11		11	0
% Level 2		27	30	-3		25		25	-2
% Level 3		30	19	11		30		30	0
% Level 4		33	18	15		34		34	1
% Level 3+4		63	37	26		64	41	64	1



**TABLE 2**  
**2015-16 SBA Fairfield District and State Results**

	# Tested	2015			# Tested	2016			Fairfield
Grade 6	789	Fairfield	State	Difference	756	Fairfield	State	Difference	2015 to 2016
% Level 1		10	31	-21		10		10	0
% Level 2		26	31	-5		26		26	0
% Level 3		35	21	14		27		27	-8
% Level 4		29	16	13		36		36	7
% Level 3+4		64	37	27		63	41	63	-1

	# Tested	2015			# Tested	2016			Fairfield
Grade 7	777	Fairfield	State	Difference	792	Fairfield	State	Difference	2015 to 2016
% Level 1		14	32	-18		12		12	-2
% Level 2		27	30	-3		27		27	0
% Level 3		29	22	7		31		31	2
% Level 4		29	17	12		30		30	1
% Level 3+4		58	39	19		61	42	61	3

	# Tested	2015			# Tested	2016			Fairfield
Grade 8	819	Fairfield	State	Difference	780	Fairfield	State	Difference	2015 to 2016
% Level 1		19	37	-18		14		14	-5
% Level 2		26	26	0		23		23	-3
% Level 3		24	19	5		27		27	3
% Level 4		31	18	13		36		36	5
% Level 3+4		55	37	18		63	40	63	8

**TABLE 3**  
**2015-16 CMT/CAPT Fairfield and State Results**

**Science**

	# Tested	2015			# Tested	2016			Fairfield
Grade 5	752	Fairfield	State	Difference	763	Fairfield	State	Difference	2015 to 2016
% Level 1		3	10	-7		2		2	-1
% Level 2		4	11	-7		4		4	0
% Level 3		17	24	-7		13		13	-4
% Level 4		54	39	15		44		44	-10
% Level 5		23	17	6		37		37	14
% Level 4+5		77	56	21		81	60	21	4

	# Tested	2015			# Tested	2016			Fairfield
Grade 8	841	Fairfield	State	Difference	784	Fairfield	State	Difference	2015 to 2016
% Level 1		4	14	-10		4		4	0
% Level 2		5	10	-5		3		3	-2
% Level 3		12	16	-4		10		10	-2
% Level 4		53	45	8		54		54	1
% Level 5		27	16	11		29		29	2
% Level 4+5		80	61	19		83	60	23	3

	# Tested	2015			# Tested	2016			Fairfield
Grade 10	716	Fairfield	State	Difference	754	Fairfield	State	Difference	2015 to 2016
% Level 1		2	10	-8		2		2	0
% Level 2		4	13	-9		4		4	0
% Level 3		24	33	-9		24		24	0
% Level 4		25	19	6		30		30	5
% Level 5		45	26	19		40		40	-5
% Level 4+5		70	45	25		70	47	23	0

**TABLE 4**  
**Burr Elementary School: 2015-16 SBA and CMT**

English Language Arts									
Burr	# Tested	2015			# Tested	2016			School
Grade 3	66	School	Fairfield	Difference	66	School	Fairfield	Difference	2015 to 2016
% Level 1		5	12	-7		12	10	2	7
% Level 2		12	21	-9		23	21	2	11
% Level 3		30	27	3		20	25	-5	-10
% Level 4		53	40	13		45	43	2	-8
% Level 3+4		83	67	16		65	68	-3	-18
	# Tested	2015			# Tested	2016			School
Grade 4	70	School	Fairfield	Difference	63	School	Fairfield	Difference	2015 to 2016
% Level 1		7	11	-4		3	12	-9	-4
% Level 2		13	17	-4		11	13	-2	-2
% Level 3		17	29	-12		24	28	-4	7
% Level 4		63	43	20		62	47	15	-1
% Level 3+4		80	72	8		86	75	11	6
	# Tested	2015			# Tested	2016			School
Grade 5	61	School	Fairfield	Difference	68	School	Fairfield	Difference	2015 to 2016
% Level 1		3	7	-4		7	10	-3	4
% Level 2		11	12	-1		6	14	-8	-5
% Level 3		33	35	-2		31	31	0	-2
% Level 4		52	45	7		56	45	11	4
% Level 3+4		85	80	5		87	76	11	2

**TABLE 4**  
**Burr Elementary School: 2015-16 SBA and CMT**

Mathematics									
Burr	# Tested	2015			# Tested	2016			School
Grade 3	66	School	Fairfield	Difference	66	School	Fairfield	Difference	2015 to 2016
% Level 1		3	11	-8		11	9	2	8
% Level 2		18	25	-7		30	20	10	12
% Level 3		36	41	-5		38	40	-2	2
% Level 4		42	23	19		21	31	-10	-21
% Level 3+4		79	64	15		59	72	-13	-20
	# Tested	2015			# Tested	2016			School
Grade 4	70	School	Fairfield	Difference	63	School	Fairfield	Difference	2015 to 2016
% Level 1		6	9	-3		3	7	-4	-3
% Level 2		21	27	-6		16	26	-10	-5
% Level 3		36	40	-4		38	39	-1	2
% Level 4		37	24	13		43	29	14	6
% Level 3+4		73	63	10		81	68	13	8
	# Tested	2015			# Tested	2016			School
Grade 5	61	School	Fairfield	Difference	68	School	Fairfield	Difference	2015 to 2016
% Level 1		8	11	-3		7	11	-4	-1
% Level 2		26	27	-1		21	25	-4	-5
% Level 3		30	30	0		22	30	-8	-8
% Level 4		36	33	3		50	34	16	14
% Level 3+4		66	63	3		72	64	8	6

## Burr Elementary School: 2015-16 SBA and CMT

[illegible]

**TABLE 5**  
**Dwight Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
Dwight	# Tested	2015			# Tested	2016			School
Grade 3	56	School	Fairfield	Difference	49	School	Fairfield	Difference	2015 to 2016
% Level 1		11	23	-12		14	10	4	3
% Level 2		25	21	4		14	21	-7	-11
% Level 3		27	27	0		22	25	-3	-5
% Level 4		38	40	-2		49	43	6	11
% Level 3+4		64	67	-3		71	68	3	7
	# Tested	2015			# Tested	2016			School
Grade 4	46	School	Fairfield	Difference	62	School	Fairfield	Difference	2015 to 2016
% Level 1		0	11	-11		5	12	-7	5
% Level 2		2	17	-15		8	13	-5	6
% Level 3		37	29	8		35	28	7	-2
% Level 4		61	43	18		52	47	5	-9
% Level 3+4		98	72	26		87	75	12	-11
	# Tested	2015			# Tested	2016			School
Grade 5	42	School	Fairfield	Difference	45	School	Fairfield	Difference	2015 to 2016
% Level 1		0	7	-7		0	10	-10	0
% Level 2		14	12	2		0	14	-14	-14
% Level 3		29	35	-6		40	31	9	11
% Level 4		57	45	12		60	45	15	3
% Level 3+4		86	80	6		100	76	24	14

**TABLE 5**  
**Dwight Elementary School: 2015-16 SBA and CMT**

Mathematics									
Dwight	# Tested	2015			# Tested	2016			School
Grade 3	56	School	Fairfield	Difference	49	School	Fairfield	Difference	2015 to 2016
% Level 1		9	12	-3		8	9	-1	-1
% Level 2		23	21	2		8	20	-12	-15
% Level 3		45	27	18		39	40	-1	-6
% Level 4		23	40	-17		45	31	14	22
% Level 3+4		68	67	1		84	72	12	16
	# Tested	2015			# Tested	2016			School
Grade 4	46	School	Fairfield	Difference	62	School	Fairfield	Difference	2015 to 2016
% Level 1		0	9	-9		3	7	-4	3
% Level 2		24	27	-3		23	26	-3	-1
% Level 3		46	40	6		45	39	6	-1
% Level 4		30	24	6		29	29	0	-1
% Level 3+4		76	63	13		74	68	6	-2
	# Tested	2015			# Tested	2016			School
Grade 5	42	School	Fairfield	Difference	45	School	Fairfield	Difference	2015 to 2016
% Level 1		10	11	-1		2	11	-9	-8
% Level 2		17	27	-10		20	25	-5	3
% Level 3		38	30	8		33	30	3	-5
% Level 4		36	33	3		44	34	10	8
% Level 3+4		74	63	11		78	64	14	4

**TABLE 5**  
**Dwight Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Dwight	# Tested	2015			# Tested	2016			School
Grade 5	45	School	Fairfield	Difference	45	School	Fairfield	Difference	2015 to 2016
% Level 1		0	3	-3		0	2	-2	0
% Level 2		0	4	-4		2	4	-2	2
% Level 3		20	17	3		13	13	0	-7
% Level 4		57	54	3		51	44	7	-6
% Level 5		24	23	1		33	37	-4	9
% Level 4+5		81	77	4		84	81	3	3



**TABLE 6**  
**Holland Hill Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
Holland Hill	# Tested	2015			# Tested	2016			School
Grade 3	71	School	Fairfield	Difference	75	School	Fairfield	Difference	2015 to 2016
% Level 1		25	12	13		9	10	-1	-16
% Level 2		19	21	-2		27	21	6	8
% Level 3		26	27	-1		29	25	4	3
% Level 4		30	40	-10		35	43	-8	5
% Level 3+4		56	67	-11		64	68	-4	8
	# Tested	2015			# Tested	2016			School
Grade 4	61	School	Fairfield	Difference	75	School	Fairfield	Difference	2015 to 2016
% Level 1		13	11	2		15	12	3	2
% Level 2		20	17	3		24	13	11	4
% Level 3		26	29	-3		31	28	3	5
% Level 4		41	43	-2		31	47	-16	-10
% Level 3+4		67	72	-5		61	75	-14	-6
	# Tested	2015			# Tested	2016			School
Grade 5	67	School	Fairfield	Difference	58	School	Fairfield	Difference	2015 to 2016
% Level 1		10	7	3		5	10	-5	-5
% Level 2		12	12	0		21	14	7	9
% Level 3		36	35	1		29	31	-2	-7
% Level 4		42	45	-3		45	45	0	3
% Level 3+4		78	80	-2		74	76	-2	-4

**TABLE 6**  
**Holland Hill Elementary School: 2015-16 SBA and CMT**

Mathematics									
Holland Hill	# Tested	2015			# Tested	2016			School
Grade 3	77	School	Fairfield	Difference	75	School	Fairfield	Difference	2015 to 2016
% Level 1		19	11	8		9	9	0	-10
% Level 2		32	25	7		29	20	9	-3
% Level 3		26	41	-15		37	40	-3	11
% Level 4		22	23	-1		24	31	-7	2
% Level 3+4		48	64	-16		61	72	-11	13
	# Tested	2015			# Tested	2016			School
Grade 4	60	School	Fairfield	Difference	75	School	Fairfield	Difference	2015 to 2016
% Level 1		10	9	1		17	7	10	7
% Level 2		18	27	-9		32	26	6	14
% Level 3		50	40	10		28	39	-11	-22
% Level 4		22	24	-2		23	29	-6	1
% Level 3+4		72	63	9		51	68	-17	-21
	# Tested	2015			# Tested	2016			School
Grade 5	67	School	Fairfield	Difference	58	School	Fairfield	Difference	2015 to 2016
% Level 1		13	11	2		12	11	1	-1
% Level 2		22	27	-5		21	25	-4	-1
% Level 3		34	30	4		34	30	4	0
% Level 4		30	33	-3		33	34	-1	3
% Level 3+4		64	63	1		67	64	3	3

**TABLE 6**  
**Holland Hill Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Holland Hill	# Tested	2015			# Tested	2016			School
Grade 5	62	School	Fairfield	Difference	60	School	Fairfield	Difference	2015 to 2016
% Level 1		8	3	5		3	2	1	-5
% Level 2		8	4	4		5	4	1	-3
% Level 3		24	17	7		12	13	-1	-12
% Level 4		42	54	-12		53	44	9	11
% Level 5		19	23	-4		27	37	-10	8
% Level 4+5		61	77	-16		80	81	-1	19

TABLE 7

## Jennings Elementary School: 2015-16 SBA and CMT

English/Language Arts									
Jennings	# Tested	2015			# Tested	2016			School
Grade 3	74	School	Fairfield	Difference	40	School	Fairfield	Difference	2015 to 2016
% Level 1		12	12	0		20	10	10	8
% Level 2		30	21	9		25	21	4	-5
% Level 3		30	27	3		20	25	-5	-10
% Level 4		28	40	-12		35	43	-8	7
% Level 3+4		58	67	-9		55	68	-13	-3
	# Tested	2015			# Tested	2016			School
Grade 4	53	School	Fairfield	Difference	71	School	Fairfield	Difference	2015 to 2016
% Level 1		11	11	0		11	12	-1	0
% Level 2		17	17	0		17	13	4	0
% Level 3		28	29	-1		27	28	-1	-1
% Level 4		43	43	0		45	47	-2	2
% Level 3+4		72	72	0		72	75	-3	0
	# Tested	2015			# Tested	2016			School
Grade 5	55	School	Fairfield	Difference	56	School	Fairfield	Difference	2015 to 2016
% Level 1		7	7	0		9	10	-1	2
% Level 2		13	12	1		9	14	-5	-4
% Level 3		33	35	-2		32	31	1	-1
% Level 4		47	45	2		50	45	5	3
% Level 3+4		80	80	0		82	76	6	2

TABLE 7

## Jennings Elementary School: 2015-16 SBA and CMT

Mathematics									
Jennings	# Tested	2015			# Tested	2016			School
Grade 3	74	School	Fairfield	Difference	40	School	Fairfield	Difference	2015 to 2016
% Level 1		15	11	4		18	9	9	3
% Level 2		32	25	7		23	20	3	-9
% Level 3		35	41	-6		40	40	0	5
% Level 4		18	23	-5		20	31	-11	2
% Level 3+4		53	64	-11		60	72	-12	7
	# Tested	2015			# Tested	2016			School
Grade 4	53	School	Fairfield	Difference	71	School	Fairfield	Difference	2015 to 2016
% Level 1		8	9	-1		6	7	-1	-2
% Level 2		36	27	9		30	26	4	-6
% Level 3		30	40	-10		38	39	-1	8
% Level 4		26	24	2		27	29	-2	1
% Level 3+4		57	63	-6		65	68	-3	8
	# Tested	2015			# Tested	2016			School
Grade 5	55	School	Fairfield	Difference	56	School	Fairfield	Difference	2015 to 2016
% Level 1		11	11	0		7	11	-4	-4
% Level 2		24	27	-3		29	25	4	5
% Level 3		25	30	-5		25	30	-5	0
% Level 4		40	33	7		39	34	5	-1
% Level 3+4		65	63	2		64	64	0	-1

**TABLE 7****Jennings Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Jennings	# Tested	2015			# Tested	2016			School
Grade 5	55	School	Fairfield	Difference	56	School	Fairfield	Difference	2015 to 2016
% Level 1		2	3	-1		2	2	0	0
% Level 2		6	4	2		2	4	-2	-4
% Level 3		15	17	-2		14	13	1	-1
% Level 4		60	54	6		41	44	-3	-19
% Level 5		18	23	-5		41	37	4	23
% Level 4+5		78	77	1		82	81	1	4

**TABLE 8**  
**McKinley Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
McKinley	# Tested	2015			# Tested	2016			School
Grade 3	74	School	Fairfield	Difference	68	School	Fairfield	Difference	2015 to 2016
% Level 1		14	12	2		10	10	0	-4
% Level 2		32	21	11		22	21	1	-10
% Level 3		24	27	-3		34	25	9	10
% Level 4		30	40	-10		34	43	-9	4
% Level 3+4		54	67	-13		68	68	0	14
	# Tested	2015			# Tested	2016			School
Grade 4	78	School	Fairfield	Difference	76	School	Fairfield	Difference	2015 to 2016
% Level 1		26	11	15		36	12	24	10
% Level 2		35	17	18		21	13	8	-14
% Level 3		24	29	-5		24	28	-4	0
% Level 4		15	43	-28		20	47	-27	5
% Level 3+4		40	72	-32		43	75	-32	3
	# Tested	2015			# Tested	2016			School
Grade 5	77	School	Fairfield	Difference	71	School	Fairfield	Difference	2015 to 2016
% Level 1		18	7	11		30	10	20	12
% Level 2		17	12	5		31	14	17	14
% Level 3		35	35	0		23	31	-8	-12
% Level 4		30	45	-15		17	45	-28	-13
% Level 3+4		65	80	-15		39	76	-37	-26

**TABLE 8**  
**McKinley Elementary School: 2015-16 SBA and CMT**

Mathematics									
McKinley	# Tested	2015			# Tested	2016			School
Grade 3	76	School	Fairfield	Difference	68	School	Fairfield	Difference	2015 to 2016
% Level 1		24	11	13		10	9	1	-14
% Level 2		37	25	12		15	20	-5	-22
% Level 3		36	41	-5		57	40	17	21
% Level 4		4	23	-19		18	31	-13	14
% Level 3+4		39	64	-25		75	72	3	36
	# Tested	2015			# Tested	2016			School
Grade 4	78	School	Fairfield	Difference	76	School	Fairfield	Difference	2015 to 2016
% Level 1		28	9	19		16	7	9	-12
% Level 2		36	27	9		39	26	13	3
% Level 3		24	40	-16		28	39	-11	4
% Level 4		12	24	-12		17	29	-12	5
% Level 3+4		36	63	-27		45	68	-23	9
	# Tested	2015			# Tested	2016			School
Grade 5	76	School	Fairfield	Difference	71	School	Fairfield	Difference	2015 to 2016
% Level 1		24	11	13		24	11	13	0
% Level 2		30	27	3		35	25	10	5
% Level 3		28	30	-2		27	30	-3	-1
% Level 4		18	33	-15		14	34	-20	-4
% Level 3+4		46	63	-17		41	64	-23	-5



**TABLE 8****McKinley Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
McKinley	# Tested	2015			# Tested	2016			School
Grade 5	76	School	Fairfield	Difference	73	School	Fairfield	Difference	2015 to 2016
% Level 1		5	3	2		5	2	3	0
% Level 2		8	4	4		16	4	12	8
% Level 3		29	17	12		27	13	14	-2
% Level 4		46	54	-8		36	44	-8	-10
% Level 5		12	23	-11		15	37	-22	3
% Level 4+5		58	77	-19		51	81	-30	-7

**TABLE 9**  
**Mill Hill Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
Mill Hill	# Tested	2015			# Tested	2016			School
Grade 3	86	School	Fairfield	Difference	61	School	Fairfield	Difference	2015 to 2016
% Level 1		8	12	-4		15	10	5	7
% Level 2		28	21	7		25	21	4	-3
% Level 3		28	27	1		25	25	0	-3
% Level 4		36	40	-4		36	43	-7	0
% Level 3+4		64	67	-3		61	68	-7	-3
	# Tested	2015			# Tested	2016			School
Grade 4	66	School	Fairfield	Difference	87	School	Fairfield	Difference	2015 to 2016
% Level 1		18	11	7		14	12	2	-4
% Level 2		12	17	-5		14	13	1	2
% Level 3		29	29	0		24	28	-4	-5
% Level 4		41	43	-2		48	47	1	7
% Level 3+4		70	72	-2		72	75	-3	2
	# Tested	2015			# Tested	2016			School
Grade 5	75	School	Fairfield	Difference	67	School	Fairfield	Difference	2015 to 2016
% Level 1		5	7	-2		13	10	3	8
% Level 2		23	12	11		12	14	-2	-11
% Level 3		44	35	9		37	31	6	-7
% Level 4		28	45	-17		37	45	-8	9
% Level 3+4		72	80	-8		75	76	-1	3

**TABLE 9**  
**Mill Hill Elementary School: 2015-16 SBA and CMT**

Mathematics									
Mill Hill	# Tested	2015			# Tested	2016			School
Grade 3	86	School	Fairfield	Difference	61	School	Fairfield	Difference	2015 to 2016
% Level 1		7	11	-4		10	9	1	3
% Level 2		21	25	-4		20	20	0	-1
% Level 3		44	41	3		34	40	-6	-10
% Level 4		28	23	5		36	31	5	8
% Level 3+4		72	64	8		70	72	-2	-2
	# Tested	2015			# Tested	2016			School
Grade 4	66	School	Fairfield	Difference	87	School	Fairfield	Difference	2015 to 2016
% Level 1		12	9	3		6	7	-1	-6
% Level 2		26	27	-1		22	26	-4	-4
% Level 3		41	40	1		39	39	0	-2
% Level 4		21	24	-3		33	29	4	12
% Level 3+4		62	63	-1		72	68	4	10
	# Tested	2015			# Tested	2016			School
Grade 5	75	School	Fairfield	Difference	67	School	Fairfield	Difference	2015 to 2016
% Level 1		12	11	1		20	11	9	8
% Level 2		24	27	-3		24	25	-1	0
% Level 3		39	30	9		21	30	-9	-18
% Level 4		25	33	-8		35	34	1	10
% Level 3+4		64	63	1		56	64	-8	-8

**TABLE 9**  
**Mill Hill Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Mill Hill	# Tested	2015			# Tested	2016			School
Grade 5	73	School	Fairfield	Difference	66	School	Fairfield	Difference	2015 to 2016
% Level 1		1	3	-2		5	2	3	4
% Level 2		4	4	0		5	4	1	1
% Level 3		21	17	4		17	13	4	-4
% Level 4		64	54	10		50	44	6	-14
% Level 5		10	23	-13		24	37	-13	14
% Level 4+5		74	77	-3		74	81	-7	0

**TABLE 10**  
**North Stratfield Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
North Stratfield	# Tested	2015			# Tested	2016			School
Grade 3	83	School	Fairfield	Difference	64	School	Fairfield	Difference	2015 to 2016
% Level 1		16	12	4		5	10	-5	-11
% Level 2		19	21	-2		17	21	-4	-2
% Level 3		30	27	3		25	25	0	-5
% Level 4		35	40	-5		53	43	10	18
% Level 3+4		65	67	-2		78	68	10	13
	# Tested	2015			# Tested	2016			School
Grade 4	81	School	Fairfield	Difference	83	School	Fairfield	Difference	2015 to 2016
% Level 1		11	11	0		13	12	1	2
% Level 2		14	17	-3		11	13	-2	-3
% Level 3		33	29	4		30	28	2	-3
% Level 4		42	43	-1		46	47	-1	4
% Level 3+4		75	72	3		76	75	1	1
	# Tested	2015			# Tested	2016			School
Grade 5	66	School	Fairfield	Difference	79	School	Fairfield	Difference	2015 to 2016
% Level 1		12	7	5		10	10	0	-2
% Level 2		9	12	-3		13	14	-1	4
% Level 3		35	35	0		29	31	-2	-6
% Level 4		44	45	-1		48	45	3	4
% Level 3+4		79	80	-1		77	76	1	-2

**TABLE 10**  
**North Stratfield Elementary School: 2015-16 SBA and CMT**

Mathematics									
North Stratfield	# Tested	2015			# Tested	2016			School
Grade 3	83	School	Fairfield	Difference	64	School	Fairfield	Difference	2015 to 2016
% Level 1		8	11	-3		2	9	-7	-6
% Level 2		40	25	15		20	20	0	-20
% Level 3		35	41	-6		34	40	-6	-1
% Level 4		17	23	-6		44	31	13	27
% Level 3+4		52	64	-12		78	72	6	26
Grade 4	# Tested	2015			# Tested	2016			School
	81	School	Fairfield	Difference	83	School	Fairfield	Difference	2015 to 2016
% Level 1		2	9	-7		5	7	-2	3
% Level 2		27	27	0		29	26	3	2
% Level 3		52	40	12		42	39	3	-10
% Level 4		19	24	-5		24	29	-5	5
% Level 3+4		70	63	7		66	68	-2	-4
Grade 5	# Tested	2015			# Tested	2016			School
	66	School	Fairfield	Difference	79	School	Fairfield	Difference	2015 to 2016
% Level 1		<b>17</b>	11	6		14	11	3	-3
% Level 2		<b>32</b>	27	5		33	25	8	1
% Level 3		23	30	-7		28	30	-2	5
% Level 4		29	33	-4		25	34	-9	-4
% Level 3+4		52	63	-11		53	64	-11	1

**TABLE 10****North Stratfield Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
North Stratfield	# Tested	2015			# Tested	2016			School
Grade 5	67	School	Fairfield	Difference	80	School	Fairfield	Difference	2015 to 2016
% Level 1		5	3	2		1	2	-1	-4
% Level 2		6	4	2		6	4	2	0
% Level 3		16	17	-1		15	13	2	-1
% Level 4		55	54	1		46	44	2	-9
% Level 5		18	23	-5		31	37	-6	13
% Level 4+5		73	77	-4		77	81	-4	4

**TABLE 11**  
**Osborn Hill Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
Osborn Hill	# Tested	2015			# Tested	2016			School
Grade 3	90	School	Fairfield	Difference	82	School	Fairfield	Difference	2015 to 2016
% Level 1		14	12	2		12	10	2	-2
% Level 2		19	21	-2		26	21	5	7
% Level 3		31	27	4		28	25	3	-3
% Level 4		36	40	-4		34	43	-9	-2
% Level 3+4		67	67	0		62	68	-6	-5
	# Tested	2015			# Tested	2016			School
Grade 4	88	School	Fairfield	Difference	92	School	Fairfield	Difference	2015 to 2016
% Level 1		8	11	-3		13	12	1	5
% Level 2		14	17	-3		9	13	-4	-5
% Level 3		32	29	3		27	28	-1	-5
% Level 4		47	43	4		51	47	4	4
% Level 3+4		78	72	6		78	75	3	0
	# Tested	2015			# Tested	2016			School
Grade 5	88	School	Fairfield	Difference	90	School	Fairfield	Difference	2015 to 2016
% Level 1		2	7	-5		7	10	-3	5
% Level 2		14	12	2		7	14	-7	-7
% Level 3		33	35	-2		40	31	9	7
% Level 4		51	45	6		47	45	2	-4
% Level 3+4		84	80	4		87	76	11	3



**TABLE 11**  
**Osborn Hill Elementary School: 2015-16 SBA and CMT**

Mathematics									
Osborn Hill	# Tested	2015			# Tested	2016			School
Grade 3	90	School	Fairfield	Difference	82	School	Fairfield	Difference	2015 to 2016
% Level 1		11	11	0		11	9	2	0
% Level 2		23	25	-2		23	20	3	0
% Level 3		43	41	2		44	40	4	1
% Level 4		22	23	-1		22	31	-9	0
% Level 3+4		66	64	2		66	72	-6	0
	# Tested	2015			# Tested	2016			School
Grade 4	88	School	Fairfield	Difference	92	School	Fairfield	Difference	2015 to 2016
% Level 1		6	9	-3		7	7	0	1
% Level 2		17	27	-10		25	26	-1	8
% Level 3		52	40	12		43	39	4	-9
% Level 4		25	24	1		25	29	-4	0
% Level 3+4		77	63	14		68	68	0	-9
	# Tested	2015			# Tested	2016			School
Grade 5	88	School	Fairfield	Difference	90	School	Fairfield	Difference	2015 to 2016
% Level 1		6	11	-5		6	11	-5	0
% Level 2		30	27	3		16	25	-9	-14
% Level 3		27	30	-3		41	30	11	14
% Level 4		38	33	5		38	34	4	0
% Level 3+4		65	63	2		79	64	15	14

**TABLE 11**  
**Osborn Hill Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Osborn Hill	# Tested	2015			# Tested	2016			School
Grade 5	89	School	Fairfield	Difference	90	School	Fairfield	Difference	2015 to 2016
% Level 1		0	3	-3		2	2	0	2
% Level 2		1	4	-3		2	4	-2	1
% Level 3		15	17	-2		3	13	-10	-12
% Level 4		46	54	-8		34	44	-10	-12
% Level 5		38	23	15		58	37	21	20
% Level 4+5		84	77	7		92	81	11	8

**TABLE 12**  
**Riverfield Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
Riverfield	# Tested	2015			# Tested	2016			School
Grade 3	79	School	Fairfield	Difference	63	School	Fairfield	Difference	2015 to 2016
% Level 1		10	12	-2		5	10	-5	-5
% Level 2		13	21	-8		22	21	1	9
% Level 3		23	27	-4		22	25	-3	-1
% Level 4		54	40	14		51	43	8	-3
% Level 3+4		77	67	10		73	68	5	-4
	# Tested	2015			# Tested	2016			School
Grade 4	64	School	Fairfield	Difference	83	School	Fairfield	Difference	2015 to 2016
% Level 1		8	11	-3		4	12	-8	-4
% Level 2		17	17	0		11	13	-2	-6
% Level 3		22	29	-7		20	28	-8	-2
% Level 4		53	43	10		65	47	18	12
% Level 3+4		75	72	3		86	75	11	11
	# Tested	2015			# Tested	2016			School
Grade 5	63	School	Fairfield	Difference	62	School	Fairfield	Difference	2015 to 2016
% Level 1		6	7	-1		3	10	-7	-3
% Level 2		6	12	-6		8	14	-6	2
% Level 3		33	35	-2		32	31	1	-1
% Level 4		54	45	9		56	45	11	2
% Level 3+4		87	80	7		89	76	13	2

**TABLE 12**  
**Riverfield Elementary School: 2015-16 SBA and CMT**

Mathematics									
Riverfield	# Tested	2015			# Tested	2016			School
Grade 3	79	School	Fairfield	Difference	63	School	Fairfield	Difference	2015 to 2016
% Level 1		8	11	-3		8	9	-1	0
% Level 2		19	25	-6		21	20	1	2
% Level 3		56	41	15		35	40	-5	-21
% Level 4		18	23	-5		37	31	6	19
% Level 3+4		73	64	9		71	72	-1	-2
	# Tested	2015			# Tested	2016			School
Grade 4	64	School	Fairfield	Difference	83	School	Fairfield	Difference	2015 to 2016
% Level 1		6	9	-3		4	7	-3	-2
% Level 2		27	27	0		12	26	-14	-15
% Level 3		36	40	-4		46	39	7	10
% Level 4		31	24	7		39	29	10	8
% Level 3+4		67	63	4		84	68	16	17
	# Tested	2015			# Tested	2016			School
Grade 5	63	School	Fairfield	Difference	62	School	Fairfield	Difference	2015 to 2016
% Level 1		6	11	-5		5	11	-6	-1
% Level 2		35	27	8		18	25	-7	-17
% Level 3		29	30	-1		37	30	7	8
% Level 4		30	33	-3		40	34	6	10
% Level 3+4		59	63	-4		77	64	13	18

**TABLE 12**  
**Riverfield Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Riverfield	# Tested	2015			# Tested	2016			School
Grade 5	64	School	Fairfield	Difference	63	School	Fairfield	Difference	2015 to 2016
% Level 1		2	3	-1		0	2	-2	-2
% Level 2		3	4	-1		0	4	-4	-3
% Level 3		8	17	-9		3	13	-10	-5
% Level 4		48	54	-6		24	44	-20	-24
% Level 5		39	23	16		73	37	36	34
% Level 4+5		87	77	10		97	81	16	10

**TABLE 13**  
**Sherman Elementary School: 2015-16 SBA and CMT**

English/Language Arts									
Sherman	# Tested	2015			# Tested	2016			School
Grade 3	87	School	Fairfield	Difference	82	School	Fairfield	Difference	2015 to 2016
% Level 1		5	12	-7		7	10	-3	2
% Level 2		14	21	-7		11	21	-10	-3
% Level 3		26	27	-1		23	25	-2	-3
% Level 4		55	40	15		59	43	16	4
% Level 3+4		82	67	15		82	68	14	0
	# Tested	2015			# Tested	2016			School
Grade 4	68	School	Fairfield	Difference	89	School	Fairfield	Difference	2015 to 2016
% Level 1		4	11	-7		2	12	-10	-2
% Level 2		18	17	1		9	13	-4	-9
% Level 3		24	29	-5		27	28	-1	3
% Level 4		54	43	11		62	47	15	8
% Level 3+4		78	72	6		89	75	14	11
	# Tested	2015			# Tested	2016			School
Grade 5	81	School	Fairfield	Difference	69	School	Fairfield	Difference	2015 to 2016
% Level 1		2	7	-5		10	10	0	8
% Level 2		6	12	-6		17	14	3	11
% Level 3		31	35	-4		26	31	-5	-5
% Level 4		60	45	15		46	45	1	-14
% Level 3+4		91	80	11		72	76	-4	-19

**TABLE 13**  
**Sherman Elementary School: 2015-16 SBA and CMT**

Mathematics									
Sherman	# Tested	2015			# Tested	2016			School
Grade 3	87	School	Fairfield	Difference	82	School	Fairfield	Difference	2015 to 2016
% Level 1		6	11	-5		6	9	-3	0
% Level 2		16	25	-9		9	20	-11	-7
% Level 3		55	41	14		34	40	-6	-21
% Level 4		23	23	0		51	31	20	28
% Level 3+4		78	64	14		85	72	13	7
	# Tested	2015			# Tested	2016			School
Grade 4	68	School	Fairfield	Difference	89	School	Fairfield	Difference	2015 to 2016
% Level 1		7	9	-2		1	7	-6	-6
% Level 2		28	27	1		24	26	-2	-4
% Level 3		31	40	-9		42	39	3	11
% Level 4		34	24	10		34	29	5	0
% Level 3+4		65	63	2		75	68	7	10
	# Tested	2015			# Tested	2016			School
Grade 5	81	School	Fairfield	Difference	69	School	Fairfield	Difference	2015 to 2016
% Level 1		1	11	-10		6	11	-5	5
% Level 2		22	27	-5		23	25	-2	1
% Level 3		26	30	-4		23	30	-7	-3
% Level 4		51	33	18		48	34	14	-3
% Level 3+4		77	63	14		71	64	7	-6

**TABLE 13****Sherman Elementary School: 2015-16 SBA and CMT**

<b>Science</b>									
Sherman	# Tested	2015			# Tested	2016			School
Grade 5	81	School	Fairfield	Difference	70	School	Fairfield	Difference	2015 to 2016
% Level 1		0	3	-3		0	2	-2	0
% Level 2		3	4	-1		1	4	-3	-2
% Level 3		15	17	-2		16	13	3	1
% Level 4		54	54	0		50	44	6	-4
% Level 5		28	23	5		33	37	-4	5
% Level 4+5		82	77	5		83	81	2	1



**TABLE 14**  
**Stratfield Elementary School: 2015-16 SBA and CMT**

<b>English/Language Arts</b>									
<b>Stratfield</b>	<b># Tested</b>	<b>2015</b>			<b># Tested</b>	<b>2016</b>			<b>School</b>
<b>Grade 3</b>	<b>80</b>	<b>School</b>	<b>Fairfield</b>	<b>Difference</b>	<b>72</b>	<b>School</b>	<b>Fairfield</b>	<b>Difference</b>	<b>2015 to 2016</b>
% Level 1		11	12	-1		10	10	0	-1
% Level 2		20	21	-1		24	21	3	4
% Level 3		23	27	-4		26	25	1	3
% Level 4		46	40	6		40	43	-3	-6
% Level 3+4		69	67	2		67	68	-1	-2
	<b># Tested</b>	<b>2015</b>			<b># Tested</b>	<b>2016</b>			<b>School</b>
<b>Grade 4</b>	<b>91</b>	<b>School</b>	<b>Fairfield</b>	<b>Difference</b>	<b>78</b>	<b>School</b>	<b>Fairfield</b>	<b>Difference</b>	<b>2015 to 2016</b>
% Level 1		13	11	2		14	12	2	1
% Level 2		22	17	5		13	13	0	-9
% Level 3		40	29	11		36	28	8	-4
% Level 4		25	43	-18		37	47	-10	12
% Level 3+4		65	72	-7		73	75	-2	8
	<b># Tested</b>	<b>2015</b>			<b># Tested</b>	<b>2016</b>			<b>School</b>
<b>Grade 5</b>	<b>70</b>	<b>School</b>	<b>Fairfield</b>	<b>Difference</b>	<b>93</b>	<b>School</b>	<b>Fairfield</b>	<b>Difference</b>	<b>2015 to 2016</b>
% Level 1		10	7	3		9	10	-1	-1
% Level 2		10	12	-2		22	14	8	12
% Level 3		44	35	9		28	31	-3	-16
% Level 4		36	45	-9		42	45	-3	6
% Level 3+4		80	80	0		70	76	-6	-10

**TABLE 14**  
**Stratfield Elementary School: 2015-16 SBA and CMT**

Math									
Stratfield	# Tested	2015			# Tested	2016			School
Grade 3	80	School	Fairfield	Difference	72	School	Fairfield	Difference	2015 to 2016
% Level 1		11	11	0		6	9	-3	-5
% Level 2		18	25	-7		18	20	-2	0
% Level 3		36	41	-5		49	40	9	13
% Level 4		35	23	12		28	31	-3	-7
% Level 3+4		71	64	7		76	72	4	5
	# Tested	2015			# Tested	2016			School
Grade 4	81	School	Fairfield	Difference	78	School	Fairfield	Difference	2015 to 2016
% Level 1		10	9	1		5	7	-2	-5
% Level 2		40	27	13		32	26	6	-8
% Level 3		37	40	-3		37	39	-2	0
% Level 4		13	24	-11		26	29	-3	13
% Level 3+4		51	63	-12		63	68	-5	12
	# Tested	2015			# Tested	2016			School
Grade 5	70	School	Fairfield	Difference	93	School	Fairfield	Difference	2015 to 2016
% Level 1		11	11	0		13	11	2	2
% Level 2		27	27	0		30	25	5	3
% Level 3		36	30	6		35	30	5	-1
% Level 4		26	33	-7		22	34	-12	-4
% Level 3+4		61	63	-2		57	64	-7	-4

**TABLE 14**  
**Stratfield Elementary School: 2015-16 SBA and CMT**

Science									
Stratfield	# Tested	2015			# Tested	2016			School
Grade 5	71	School	Fairfield	Difference	91	School	Fairfield	Difference	2015 to 2016
% Level 1		7	3	4		2	2	0	-5
% Level 2		3	4	-1		4	4	0	1
% Level 3		10	17	-7		12	13	-1	2
% Level 4		72	54	18		53	44	9	-19
% Level 5		10	23	-13		29	37	-8	19
% Level 4+5		82	77	5		82	81	1	0

**TABLE 15**  
**Fairfield Woods Middle School: 2015-16 SBA and CMT**

English/Language Arts									
Fairfield Woods	# Tested	2015			# Tested	2016			School
Grade 6	289	School	Fairfield	Difference	288	School	Fairfield	Difference	2015 to 2016
% Level 1		8	5	3		8	7	1	0
% Level 2		24	17	7		18	17	1	-6
% Level 3		37	43	-6		37	40	-3	0
% Level 4		32	35	-3		37	36	1	5
% Level 3+4		68	78	-10		74	76	-2	6
	# Tested	2015			# Tested	2016			School
Grade 7	292	School	Fairfield	Difference	287	School	Fairfield	Difference	2015 to 2016
% Level 1		7	8	-1		8	8	0	1
% Level 2		16	15	1		16	18	-2	0
% Level 3		49	51	-2		47	43	4	-2
% Level 4		27	27	0		29	31	-2	2
% Level 3+4		77	78	-1		76	74	2	-1
	# Tested	2015			# Tested	2016			School
Grade 8	303	School	Fairfield	Difference	291	School	Fairfield	Difference	2015 to 2016
% Level 1		7	8	-1		6	7	-1	-1
% Level 2		21	22	-1		21	19	2	0
% Level 3		46	46	0		42	46	-4	-4
% Level 4		27	24	3		31	29	2	4
% Level 3+4		73	70	3		73	75	-2	0

**TABLE 15**  
**Fairfield Woods Middle School: 2015-16 SBA and CMT**

<b>Mathematics</b>									
Fairfield Woods	# Tested	2015			# Tested	2016			School
Grade 6	289	School	Fairfield	Difference	285	School	Fairfield	Difference	2015 to 2016
% Level 1		9	10	-1		10	10	0	-1
% Level 2		26	26	0		29	26	3	3
% Level 3		33	35	-2		24	27	-3	-9
% Level 4		32	29	3		37	36	1	5
% Level 3+4		65	64	1		61	63	-2	-4
	# Tested	2015			# Tested	2016			School
Grade 7	291	School	Fairfield	Difference	286	School	Fairfield	Difference	2015 to 2016
% Level 1		16	14	2		9	12	-3	7
% Level 2		28	27	1		27	27	0	-1
% Level 3		26	29	-3		36	31	5	10
% Level 4		30	29	1		28	30	-2	-2
% Level 3+4		56	58	-2		64	61	3	8
	# Tested	2015			# Tested	2016			School
Grade 8	299	School	Fairfield	Difference	290	School	Fairfield	Difference	2015 to 2016
% Level 1		16	19	-3		12	14	-2	4
% Level 2		27	26	1		26	23	3	-1
% Level 3		25	24	1		27	27	0	2
% Level 4		31	31	0		36	36	0	5
% Level 3+4		56	55	1		63	63	0	7

**TABLE 15****Fairfield Woods Middle School: 2015-16 SBA and CMT**

<b>Science</b>									
Fairfield Woods	# Tested	2015			# Tested	2016			School
Grade 8	316	School	Fairfield	Difference	291	School	Fairfield	Difference	2015 to 2016
% Level 1		3	4	-1		4	4	0	1
% Level 2		4	5	-1		3	3	0	-1
% Level 3		12	12	0		10	10	0	-2
% Level 4		51	53	-2		57	54	3	6
% Level 5		31	27	4		25	29	-4	-6
% Level 4+5		82	80	2		82	83	-1	0

**TABLE 16**  
**Roger Ludlowe Middle School: 2015-16 SBA**

English/Language Arts									
Roger Ludlowe	# Tested	2015			# Tested	2016			School
Grade 6	253	School	Fairfield	Difference	267	School	Fairfield	Difference	2015 to 2016
% Level 1		2	5	-3		4	7	-3	-1
% Level 2		9	17	-8		15	17	-2	-2
% Level 3		47	43	4		42	40	2	-1
% Level 4		42	35	7		39	36	3	4
% Level 3+4		89	78	11		81	76	5	3
	# Tested	2015			# Tested	2016			School
Grade 7	266	School	Fairfield	Difference	252	School	Fairfield	Difference	2015 to 2016
% Level 1		5	8	-3		6	8	-2	-2
% Level 2		13	15	-2		17	18	-1	2
% Level 3		57	51	6		48	43	5	-3
% Level 4		25	27	-2		30	31	-1	3
% Level 3+4		82	78	4		78	74	4	0
	# Tested	2015			# Tested	2016			School
Grade 8	281	School	Fairfield	Difference	270	School	Fairfield	Difference	2015 to 2016
% Level 1		6	8	-2		5	7	-2	-3
% Level 2		19	22	-3		16	19	-3	-6
% Level 3		51	46	5		51	46	5	5
% Level 4		25	24	1		28	29	-1	4
% Level 3+4		75	70	5		79	75	4	9

**TABLE 16**  
**Roger Ludlowe Middle School: 2015-16 SBA**

Mathematics									
Roger Ludlowe	# Tested	2015			# Tested	2016			School
Grade 6	253	School	Fairfield	Difference	267	School	Fairfield	Difference	2015 to 2016
% Level 1		5	10	-5		5	10	-5	-5
% Level 2		24	26	-2		24	26	-2	-2
% Level 3		41	35	6		32	27	5	-3
% Level 4		30	29	1		39	36	3	10
% Level 3+4		71	64	7		71	63	8	7
	# Tested	2015			# Tested	2016			School
Grade 7	266	School	Fairfield	Difference	252	School	Fairfield	Difference	2015 to 2016
% Level 1		11	14	-3		8	12	-4	-6
% Level 2		25	27	-2		25	27	-2	-2
% Level 3		32	29	3		31	31	0	2
% Level 4		32	29	3		36	30	6	7
% Level 3+4		64	58	6		67	61	6	9
	# Tested	2015			# Tested	2016			School
Grade 8	280	School	Fairfield	Difference	270	School	Fairfield	Difference	2015 to 2016
% Level 1		12	19	-7		9	14	-5	-10
% Level 2		24	26	-2		16	23	-7	-10
% Level 3		25	24	1		31	27	4	7
% Level 4		39	31	8		45	36	9	14
% Level 3+4		64	55	9		76	63	13	21



**TABLE 16**  
**Roger Ludlowe Middle School: 2015-16 SBA**

<b>Science</b>									
Roger Ludlowe	# Tested	2015			# Tested	2016			School
Grade 8	281	School	Fairfield	Difference	271	School	Fairfield	Difference	2015 to 2016
% Level 1		4	4	0		1	4	-3	-3
% Level 2		2	5	-3		2	3	-1	0
% Level 3		9	12	-3		9	10	-1	0
% Level 4		61	53	8		51	54	-3	-10
% Level 5		24	27	-3		37	29	8	13
% Level 4+5		85	80	5		88	83	5	3

**TABLE 17**  
**Tomlinson Middle School: 2015-16 SBA**

<b>English/Language Arts</b>									
Tomlinson	# Tested	2015			# Tested	2016			School
Grade 6	246	School	Fairfield	Difference	203	School	Fairfield	Difference	2015 to 2016
% Level 1		8	5	3		10	7	3	5
% Level 2		24	17	7		17	17	0	0
% Level 3		37	43	-6		41	40	1	-2
% Level 4		32	35	-3		31	36	-5	-4
% Level 3+4		68	78	-10		72	76	-4	-6
	# Tested	2015			# Tested	2016			School
Grade 7	220	School	Fairfield	Difference	256	School	Fairfield	Difference	2015 to 2016
% Level 1		12	8	8		8	8	0	0
% Level 2		14	15	-1		23	18	5	8
% Level 3		45	51	-6		35	43	-8	-16
% Level 4		29	27	2		34	31	3	7
% Level 3+4		74	78	-4		69	74	-5	-9
	# Tested	2015			# Tested	2016			School
Grade 8	238	School	Fairfield	Difference	219	School	Fairfield	Difference	2015 to 2016
% Level 1		12	8	4		9	7	2	1
% Level 2		27	22	5		20	19	1	-2
% Level 3		39	46	-7		44	46	-2	-2
% Level 4		22	24	-2		27	29	-2	3
% Level 3+4		61	70	-9		71	75	-4	1

**TABLE 17**  
**Tomlinson Middle School: 2015-16 SBA**

Mathematics									
Tomlinson	# Tested	2015			# Tested	2016			School
Grade 6	246	School	Fairfield	Difference	203	School	Fairfield	Difference	2015 to 2016
% Level 1		15	10	5		17	10	7	2
% Level 2		29	26	3		25	26	-1	-4
% Level 3		30	35	-5		27	27	0	-3
% Level 4		25	29	-4		31	36	-5	6
% Level 3+4		55	64	-9		58	63	-5	3
	# Tested	2015			# Tested	2016			School
Grade 7	219	School	Fairfield	Difference	251	School	Fairfield	Difference	2015 to 2016
% Level 1		16	14	2		19	12	7	3
% Level 2		29	27	2		28	27	1	-1
% Level 3		32	29	3		25	31	-6	-7
% Level 4		24	29	-5		27	30	-3	3
% Level 3+4		56	58	-2		52	61	-9	-4
	# Tested	2015			# Tested	2016			School
Grade 8	237	School	Fairfield	Difference	218	School	Fairfield	Difference	2015 to 2016
% Level 1		30	19	11		22	14	8	-8
% Level 2		27	26	1		30	23	7	3
% Level 3		22	24	-2		22	27	-5	0
% Level 4		20	31	-11		25	36	-11	5
% Level 3+4		42	55	-13		47	63	-16	5

**TABLE 17**  
**Tomlinson Middle School: 2015-16 SBA**

<b>Science</b>									
Tomlinson	# Tested	2015			# Tested	2016			School
Grade 8	239	School	Fairfield	Difference	220	School	Fairfield	Difference	2015 to 2016
% Level 1		6	4	2		6	4	2	0
% Level 2		11	5	6		5	3	2	-6
% Level 3		14	12	2		10	10	0	-4
% Level 4		45	53	-8		56	54	2	11
% Level 5		24	27	-3		24	29	-5	0
% Level 4+5		69	80	-11		80	83	-3	11

**TABLE 18**  
**2015-16 SAT and CAPT Fairfield District and State Results**

Evidence-Based Reading and Writing									
	<b># Tested</b>	<b>2016</b>							
Grade 11	713	Fairfield	State	Difference					
% Level 1		7	17.7	-10.7					
% Level 2		8.4	17.3	-8.9					
% Level 3		54	47.8	6.2					
% Level 4		30.6	17.2	13.4					
% Level 3+4		84.6	65	19.6					
Mathematics									
	<b># Tested</b>	<b>2016</b>							
Grade 11	713	Fairfield	State	Difference					
% Level 1		7.7	23.2	-15.5					
% Level 2		28.9	37.5	-8.6					
% Level 3		45.6	28.2	17.4					
% Level 4		17.8	11.1	6.7					
% Level 3+4		63.4	39	24.4					
Science									
	<b># Tested</b>	<b>2015</b>			<b># Tested</b>	<b>2016</b>			<b>Fairfield</b>
Grade 10	716	Fairfield	State	Difference	754	Fairfield	State	Difference	2015 to 2016
% Level 1		2	10	-8		2		2	0
% Level 2		4	13	-9		4		4	0
% Level 3		24	33	-9		24		24	0
% Level 4		25	19	6		30		30	5
% Level 5		45	26	19		40		40	-5
% Level 4+5		70	45	25		70		70	0

TABLE 19

## Fairfield Ludlowe High School: 2015-16 SAT and CAPT

Evidence-Based Reading and Writing									
Fairfield Ludlowe	# Tested	2016							
Grade 11	350	School	Fairfield	Difference					
% Level 1		3.4	7	-3.6					
% Level 2		8	8.4	-0.4					
% Level 3		56	54	2					
% Level 4		32.6	30.6	2					
% Level 3+4		88.6	84.6	4					
Mathematics									
Fairfield Ludlowe	# Tested	2016							
Grade 11	350	School	Fairfield	Difference					
% Level 1		4.3	7.7	-3.4					
% Level 2		25.7	28.9	-3.2					
% Level 3		49.4	45.6	3.8					
% Level 4		20.6	17.8	2.8					
% Level 3+4		70	63.4	6.6					
Science									
Fairfield Ludlowe	# Tested	2015			# Tested	2016			School
Grade 10	349	School	Fairfield	Difference	380	School	Fairfield	Difference	2015 to 2016
% Level 1		1	3	-2		2	2	0	1
% Level 2		3	5	-2		3	4	-1	0
% Level 3		24	23	1		26	24	2	2
% Level 4		24	25	-1		30	30	0	6
% Level 5		48	45	3		39	40	-1	-9
% Level 4+5		72	70	2		69	70	-1	-3

**TABLE 20**  
**Fairfield Warde High School: 2015-16 SAT and CAPT**

<b>Evidence-Based Reading and Writing</b>									
Fairfield Warde	# Tested	2016							
Grade 11	350	School	Fairfield	Difference					
% Level 1		10	7	3					
% Level 2		8	8.4	-0.4					
% Level 3		52.9	54	-1.1					
% Level 4		29.1	30.6	-1.5					
% Level 3+4		82	84.6	-2.6					
<b>Mathematics</b>									
Fairfield Warde	# Tested	2016							
Grade 11	350	School	Fairfield	Difference					
% Level 1		9.4	7.7	1.7					
% Level 2		32	28.9	3.1					
% Level 3		43.1	45.6	-2.5					
% Level 4		15.4	17.8	-2.4					
% Level 3+4		58.6	63.4	-4.8					
<b>Science</b>									
Fairfield Warde	# Tested	2015			# Tested	2016			School
Grade 10	360	School	Fairfield	Difference	368	School	Fairfield	Difference	2015 to 2016
% Level 1		3	3	0		2	2	0	-1
% Level 2		6	5	1		5	4	1	-1
% Level 3		23	23	0		21	24	-2	-2
% Level 4		26	25	1		30	30	0	4
% Level 5		43	45	-2		42	40	2	-1
% Level 4+5		69	70	-1		72	70	2	3







## FAIRFIELD PUBLIC SCHOOLS

Doreen Munsell  
Director of Finance and Business Services

**To:** Dr. Stephen Tracy, Superintendent  
Board of Education  
Board of Finance  
Board of Selectmen  
Representative Town Meeting Leadership

**From:** Doreen Munsell, Director of Finance and Business Services

**Date:** September 16, 2016

**Subject:** 2015 – 2016 Fiscal Year – Financial Statement as of July 31, 2016

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Attached you will find the final, pre-audit accounting of 2015 – 2016 BOE expenditures by account classification. Projected expenditures and budget transfer requests (Col 1 and 2) were provided to the Board of Education in June and approved at the June 21, 2016 meeting.

Expenditures and encumbrances were wrapped up on June 30, 2016 (Col 3) and residual balances of \$100,000 were transferred into the health insurance account and paid to the medical retention fund. Throughout the month of July, wages earned and invoices incurred within the fiscal year are paid with 2015 - 2016 funds. At the same time, encumbrances are paid and/or released based on final invoices. On July 31, 2016 we had residual balances after these transactions and an additional \$72,397 (Col 4) was deposited into medical retention for a total year-end contribution of \$172,397. On July 31, 2016, the 2015 – 2016 fiscal year was officially closed and our ending balance (Col 8) at the close of the fiscal year was \$.36.

The attached information is considered final and was reported in the ED 001 State Financial Report prior to the September 1 deadline. The subsequent transfers were required to officially close the fiscal year by July 31 in preparation for the September 1 filing deadline. The 2015 -2016 fiscal year and ED 001 report will be audited by independent auditors and an audited financial report will be issued prior to December 31.

**Fairfield Public Schools  
2015-2016  
Budget Transfers & Final Balances @ July 31, 2016**

	(1)	(2)	(3)	(4)	(5)	(6)
MAJOR CLASSIFICATION ACCOUNT DESCRIPTION	PROJECTED END OF YEAR BALANCE 06/16/16	TRANSFER APPROVED BY BOE 6/21/2016	ACTUAL BALANCE BEFORE BOE TRANSFERS 06/30/16	BALANCE BEFORE FINAL TRANSFERS 08/01/16	EOY CLOSING TRANSFERS 08/01/16	FINAL BALANCE 08/01/16
<b>Personnel Services</b>						
Certified Salaries	\$ 579,170		\$ 581,834	\$ 104,200		
Additional Retirees	\$ 436,407		\$ 436,407			
Substitutes	\$ (546,045)		\$ (489,641)			
Sped Substitutes	\$ (207,722)		\$ (232,238)			
Non-Certified Salaries	\$ 116,642		\$ 113,908			
Custodial OT	\$ 55,000		\$ 52,479			
Interns/Tchr Mentor Stipends	\$ (4,260)		\$ (368)			
Sped Summer School Salaries/ClericalExtras/Supp	\$ (27,151)		\$ 20,387	\$ (100)		
Extra Curricular Salaries	\$ 45,332		\$ 34,194			
Wage & Benefit	\$ (7,654)		\$ (8,355)			
<b>Total Personnel Services</b>	<b>\$ 439,719</b>	<b>\$ (385,000)</b>	<b>\$ 508,607</b>	<b>\$ 104,100</b>	<b>\$ (104,100)</b>	<b>\$ (0.08)</b>
<b>Fixed Charges</b>						
Health Insurance	\$ -		\$ (100,000)	\$ (100,750)	\$ 173,147	
Life Insurance	\$ 3,723		\$ 4,286			
Disability	\$ 5,173		\$ 6,736			
FICA/Medicare	\$ -		\$ (735)	\$ (308)	\$ 308	
Pension	\$ (78,000)		\$ (78,000)			
401(a)	\$ (15,747)		\$ (17,471)	\$ (2,194)	\$ 2,194	
<b>Total Fixed Charges</b>	<b>\$ (84,851)</b>	<b>\$ 85,000</b>	<b>\$ (185,184)</b>	<b>\$ (103,252)</b>	<b>\$ 175,649</b>	<b>\$ (0.07)</b>
<b>Pupil Personnel Expenses</b>						
<b>Total Pupil Personnel Expenses</b>	<b>\$ (677,875)</b>	<b>\$ 700,000</b>	<b>\$ (604,918)</b>	<b>\$ 97,005</b>	<b>\$ (97,005)</b>	<b>\$ 0.35</b>
<b>School Expenses</b>						
School Balances	\$ 109,172		\$ 115,611	\$ 45,016		
Copy Supplies	\$ 23,248		\$ 25,562	\$ 2,299		
<b>Total School Expenses</b>	<b>\$ 132,420</b>	<b>\$ (100,000)</b>	<b>\$ 141,173</b>	<b>\$ 47,315</b>	<b>\$ (47,315)</b>	<b>\$ 0.76</b>
<b>Support Expenses</b>						
Security	\$ (52,777)		\$ (52,479)			
Consultants	\$ (30,000)		\$ (26,500)			
Legal Services	\$ 34,000		\$ 36,500	\$ (11,727)		
Professional Growth Tuition	\$ (4,473)		\$ (2,913)			
Technology	\$ 10,464		\$ 10,376			
Magnet School Tuition	\$ 72,058		\$ 72,058			
Copying/Printing/ Postage Costs	\$ 29,555		\$ 29,650	\$ 1,192		
Conferences	\$ 7,750		\$ 5,741	\$ 89		
Instructional Services/Supplies	\$ 40,028		\$ (414,203)	\$ (329,790)		
<b>Total Support Expenses</b>	<b>\$ 106,605</b>	<b>\$ -</b>	<b>\$ (341,770)</b>	<b>\$ (340,236)</b>	<b>\$ 340,236</b>	<b>\$ 0.37</b>
<b>Maint/Oper/Transp.</b>						
Maintenance Projects	\$ 65,156		\$ 63,400			
Other Maintenance Accounts	\$ 67,619		\$ 79,528	\$ 5,370		
Telephone	\$ (17,449)		\$ (22,029)			
Repairs	\$ 2,204		\$ 2,127	\$ 92		
Technology	\$ 48,154		\$ 49,843	\$ (10,998)		
Transportation	\$ 130,710		\$ 264,521	\$ 239,184		
Electric	\$ 47,781		\$ 53,486			
Heat/Commercial Gas	\$ 50,208		\$ 50,079			
Water	\$ (34,754)		\$ (32,947)			
<b>Total Maint/Oper/Transp.</b>	<b>\$ 359,629</b>	<b>\$ (300,000)</b>	<b>\$ 508,008</b>	<b>\$ 233,648</b>	<b>\$ (233,648)</b>	<b>\$ (0.74)</b>
<b>Capital Outlay</b>						
Special Ed Equipment	\$ 31,557		\$ 42,112	\$ 27,660		
Technology Equipment	\$ 186		\$ 186			
Oper Plant Equip/Equip Theft/Damage	\$ (11,420)		\$ (11,006)			
School Equipment	\$ 3,053		\$ 2,650	\$ 6,157		
<b>Total Capital Outlay</b>	<b>\$ 23,376</b>	<b>\$ -</b>	<b>\$ 33,942</b>	<b>\$ 33,817</b>	<b>\$ (33,817)</b>	<b>\$ (0.23)</b>
<b>GRAND TOTAL</b>	<b>\$ 299,023</b>	<b>\$ -</b>	<b>\$ 59,858</b>	<b>\$ 72,397</b>	<b>\$ -</b>	<b>\$ 0.36</b>

Note: (100,000) Moved to Medical Retention Fund

**Statement of Account - Summary by Major Classification**

8/1/2016 3:00:27 PM

**Fairfield Public Schools  
Fiscal Year 2015-2016**

Major Classification	Appropriation As Adopted	Spec Approp and Transfers	Appropriation Amended	Total Expenditures	Outstanding Encumbrance	Outstanding Requisitions	Unencumbered Balance	% Used
Personnel Services	102,677,214.00	(\$546,400.43)	102,130,813.57	102,130,433.25	\$380.40	\$0.00	(\$0.08)	100.00%
Fixed Charges	\$26,642,402.00	\$311,932.00	\$26,954,334.00	\$26,954,334.07	\$0.00	\$0.00	(\$0.07)	100.00%
Pupil Personnel Expense	\$6,644,775.00	\$605,524.00	\$7,250,299.00	\$7,225,799.63	\$24,499.02	\$0.00	\$0.35	100.00%
School Expenses	\$2,775,591.00	(\$149,514.00)	\$2,626,077.00	\$2,551,495.86	\$74,580.38	\$0.00	\$0.76	100.00%
Support Expenses	\$3,782,237.00	\$343,036.00	\$4,125,273.00	\$4,033,220.52	\$92,052.11	\$0.00	\$0.37	100.00%
Maint/Oper/Trans	\$16,914,492.00	(\$530,759.57)	\$16,383,732.43	\$16,009,470.13	\$374,263.04	\$0.00	(\$0.74)	100.00%
Capital	\$1,778,929.00	(\$33,818.00)	\$1,745,111.00	\$1,695,091.18	\$50,020.05	\$0.00	(\$0.23)	100.00%
<b>Grand Total</b>	<b>\$161,215,640.00</b>	<b>\$0.00</b>	<b>161,215,640.00</b>	<b>160,599,844.64</b>	<b>\$615,795.00</b>	<b>\$0.00</b>	<b>\$0.36</b>	<b>100.00%</b>

# Statement of Account - Summary by Major Classification and Summary Object

8/1/2016 3:01:05 PM

Fairfield Public Schools  
Fiscal Year 2015-2016

Major Classification Summary Object	Appropriation As Adopted	Spec Approp and Transfers	Appropriation Amended	Total Expenditures	Outstanding Encumbrance	Outstanding Requisitions	Unencumbered Balance	% Used
<b>Personnel Services</b>								
101 TEACHING STAFF	\$69,459,207.00	(\$903,164.00)	\$68,556,043.00	\$68,556,081.04	\$0.00	\$0.00	(\$38.04)	100.00%
103 CERTIFIED SUPPORT STAFF	\$6,581,621.00	(\$94,897.00)	\$6,486,724.00	\$6,486,735.23	\$0.00	\$0.00	(\$11.23)	100.00%
105 SCHOOL ADMIN STAFF	\$5,901,372.00	(\$47,793.66)	\$5,853,578.34	\$5,853,580.35	\$0.00	\$0.00	(\$2.01)	100.00%
107 CENTRAL ADMINISTRATION STAFF	\$1,071,295.00	\$27,017.00	\$1,098,312.00	\$1,098,312.20	\$0.00	\$0.00	(\$0.20)	100.00%
109 DIRECTOR/SUPERVISOR/MGR	\$627,475.00	\$22,408.83	\$649,883.83	\$649,883.96	\$0.00	\$0.00	(\$0.13)	100.00%
111 SECRETARIAL/CLERCL STAFF	\$3,501,632.00	(\$66,742.00)	\$3,434,890.00	\$3,434,890.98	\$0.00	\$0.00	(\$0.98)	100.00%
113 PARAPROFESSIONAL STAFF	\$3,332,583.00	\$142,005.00	\$3,474,588.00	\$3,474,538.69	\$0.00	\$0.00	\$49.31	100.00%
115 CUSTODIAN STAFF	\$4,050,300.00	(\$212,081.00)	\$3,838,219.00	\$3,838,215.29	\$0.00	\$0.00	\$3.71	100.00%
117 MAINTENANCE STAFF	\$1,044,121.00	(\$2,842.00)	\$1,041,279.00	\$1,041,279.99	\$0.00	\$0.00	(\$0.99)	100.00%
121 SUPPORT STAFF	\$1,357,512.00	(\$3,941.29)	\$1,353,570.71	\$1,353,570.45	\$0.00	\$0.00	\$0.26	100.00%
123 INFO TECH SUPPORT STAFF	\$853,729.00	(\$6,995.24)	\$846,733.76	\$846,734.14	\$0.00	\$0.00	(\$0.38)	100.00%
125 SE TRAINER STAFF	\$768,828.00	\$14,890.00	\$783,718.00	\$783,715.12	\$0.00	\$0.00	\$2.88	100.00%
129 PART-TIME EMPLOYMENT	\$2,623,937.00	\$683,563.00	\$3,307,500.00	\$3,307,120.68	\$380.40	\$0.00	(\$1.08)	100.00%
131 WAGE/BENEFIT RESERVE	\$496,356.00	(\$387,663.40)	\$108,692.60	\$108,693.04	\$0.00	\$0.00	(\$0.44)	100.00%
133 STAFF REPLACEMENT	(\$460,000.00)	\$459,999.77	(\$0.23)	\$0.00	\$0.00	\$0.00	(\$0.23)	0.00%
135 DEGREE CHANGES	\$137,522.00	(\$137,522.44)	(\$0.44)	\$0.00	\$0.00	\$0.00	(\$0.44)	0.00%
307 OTHER SERVICES	\$1,329,724.00	(\$32,642.00)	\$1,297,082.00	\$1,297,082.09	\$0.00	\$0.00	(\$0.09)	100.00%
<b>Total for Personnel Services</b>	<b>102,677,214.00</b>	<b>(\$546,400.43)</b>	<b>102,130,813.57</b>	<b>102,130,433.25</b>	<b>\$380.40</b>	<b>\$0.00</b>	<b>(\$0.08)</b>	<b>100.00%</b>
<b>Fixed Charges</b>								
201 HEALTH INSURANCE	\$22,336,918.00	\$173,147.00	\$22,510,065.00	\$22,510,065.00	\$0.00	\$0.00	\$0.00	100.00%
203 LIFE/DISABILITY INSURANCE	\$262,025.00	(\$11,022.00)	\$251,003.00	\$251,003.76	\$0.00	\$0.00	(\$0.76)	100.00%
205 SOCIAL SECURITY	\$2,241,459.00	\$36,042.00	\$2,277,501.00	\$2,277,500.70	\$0.00	\$0.00	\$0.30	100.00%
207 PENSION/RETIREMENT	\$1,802,000.00	\$113,765.00	\$1,915,765.00	\$1,915,764.61	\$0.00	\$0.00	\$0.39	100.00%
<b>Total for Fixed Charges</b>	<b>\$26,642,402.00</b>	<b>\$311,932.00</b>	<b>\$26,954,334.00</b>	<b>\$26,954,334.07</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>(\$0.07)</b>	<b>100.00%</b>
<b>Pupil Personnel Expense</b>								
301 INSTRUCTIONAL SERVICES	\$40,500.00	\$2,413.00	\$42,913.00	\$42,913.01	\$0.00	\$0.00	(\$0.01)	100.00%
303 PUPIL PERSONNEL SERVICES	\$968,571.00	\$879,331.00	\$1,847,902.00	\$1,847,903.08	\$0.00	\$0.00	(\$1.08)	100.00%
307 OTHER SERVICES	\$234,100.00	\$315,699.00	\$549,799.00	\$549,800.03	\$0.00	\$0.00	(\$1.03)	100.00%
315 RENTALS	\$14,350.00	(\$280.00)	\$14,070.00	\$14,070.00	\$0.00	\$0.00	\$0.00	100.00%
317 STUDENT TRANSPORTATION	\$163,401.00	\$1,759.00	\$165,160.00	\$165,160.44	\$0.00	\$0.00	(\$0.44)	100.00%
319 CONFERENCE & TRAVEL	\$95,770.00	(\$6,471.00)	\$89,299.00	\$89,298.39	\$0.00	\$0.00	\$0.61	100.00%
327 PRINTING/COPYING	\$6,800.00	\$0.00	\$6,800.00	\$6,800.00	\$0.00	\$0.00	\$0.00	100.00%
329 TUITION	\$4,986,583.00	(\$596,807.00)	\$4,389,776.00	\$4,389,775.73	\$0.00	\$0.00	\$0.27	100.00%
401 INSTRUCTIONAL SUPLS/MATLS	\$110,000.00	(\$1,911.00)	\$108,089.00	\$83,589.57	\$24,499.02	\$0.00	\$0.41	100.00%
404 SPLS, BKS, MATLS-DIST SUPPORT	\$15,500.00	\$4,990.00	\$20,490.00	\$20,489.26	\$0.00	\$0.00	\$0.74	100.00%
411 TEXTBOOKS	\$7,000.00	\$5,935.00	\$12,935.00	\$12,934.29	\$0.00	\$0.00	\$0.71	99.99%
415 OTHER SUPPLIES/MATERIALS	\$1,000.00	\$1,323.00	\$2,323.00	\$2,322.78	\$0.00	\$0.00	\$0.22	99.99%
601 DUES AND FEES	\$1,200.00	(\$457.00)	\$743.00	\$743.05	\$0.00	\$0.00	(\$0.05)	100.01%
<b>Total for Pupil Personnel Expense</b>	<b>\$6,644,775.00</b>	<b>\$605,524.00</b>	<b>\$7,250,299.00</b>	<b>\$7,225,799.63</b>	<b>\$24,499.02</b>	<b>\$0.00</b>	<b>\$0.35</b>	<b>100.00%</b>

# Statement of Account - Summary by Major Classification and Summary Object

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Fairfield Public Schools  
Fiscal Year 2015-2016

Major Classification Summary Object	Appropriation As Adopted	Spec Approp and Transfers	Appropriation Amended	Total Expenditures	Outstanding Encumbrance	Outstanding Requisitions	Unencumbered Balance	% Used
<b>School Expenses</b>								
129 PART-TIME EMPLOYMENT	\$15,000.00	(\$5,590.00)	\$9,410.00	\$9,410.34	\$0.00	\$0.00	(\$0.34)	100.00%
301 INSTRUCTIONAL SERVICES	\$21,745.00	(\$7,046.00)	\$14,699.00	\$14,713.77	\$0.00	\$0.00	(\$14.77)	100.10%
307 OTHER SERVICES	\$67,275.00	(\$6,473.00)	\$60,802.00	\$53,870.16	\$6,950.00	\$0.00	(\$18.16)	100.03%
315 RENTALS	\$132,558.00	(\$26,892.00)	\$105,666.00	\$105,665.77	\$0.00	\$0.00	\$0.23	100.00%
317 STUDENT TRANSPORTATION	\$42,840.00	(\$6,741.00)	\$36,099.00	\$32,827.33	\$3,307.12	\$0.00	(\$35.45)	100.10%
319 CONFERENCE & TRAVEL	\$75,130.00	(\$36,438.00)	\$38,692.00	\$37,466.79	\$1,220.00	\$0.00	\$5.21	99.99%
327 PRINTING/COPYING	\$259,877.00	(\$18,747.00)	\$241,130.00	\$236,808.67	\$4,322.20	\$0.00	(\$0.87)	100.00%
400 SUPPLIES, BOOKS & MATERIALS	\$1,476,959.00	(\$25,754.00)	\$1,451,205.00	\$1,412,633.15	\$38,504.51	\$0.00	\$67.34	100.00%
402 INSTRUCTIONAL SPLS-DIST SUPPRT	\$41,000.00	(\$4,750.00)	\$36,250.00	\$30,530.57	\$5,719.52	\$0.00	(\$0.09)	100.00%
409 STUDENT ACTIVITY EXPENSES	\$596,940.00	(\$12,462.00)	\$584,478.00	\$570,689.86	\$13,779.22	\$0.00	\$8.92	100.00%
415 OTHER SUPPLIES/MATERIALS	\$20,002.00	\$2,259.00	\$22,261.00	\$21,490.43	\$777.81	\$0.00	(\$7.24)	100.03%
601 DUES AND FEES	\$26,265.00	(\$880.00)	\$25,385.00	\$25,389.02	\$0.00	\$0.00	(\$4.02)	100.02%
<b>Total for School Expenses</b>	<b>\$2,775,591.00</b>	<b>(\$149,514.00)</b>	<b>\$2,626,077.00</b>	<b>\$2,551,495.86</b>	<b>\$74,580.38</b>	<b>\$0.00</b>	<b>\$0.76</b>	<b>100.00%</b>
<b>Support Expenses</b>								
301 INSTRUCTIONAL SERVICES	\$70,074.00	(\$17,044.00)	\$53,030.00	\$52,379.50	\$650.00	\$0.00	\$0.50	100.00%
305 PROFESSIONAL/TECHNICAL SVCS	\$648,966.00	(\$27,844.00)	\$621,122.00	\$609,294.84	\$11,826.75	\$0.00	\$0.41	100.00%
307 OTHER SERVICES	\$19,776.00	(\$982.00)	\$18,794.00	\$18,794.00	\$0.00	\$0.00	\$0.00	100.00%
309 SECURITY SVCS/EXPENSES	\$160,000.00	\$52,468.00	\$212,468.00	\$191,223.14	\$21,244.59	\$0.00	\$0.27	100.00%
313 MAINTENANCE SERVICES	\$599,367.00	(\$1,213.00)	\$598,154.00	\$582,905.47	\$15,249.00	\$0.00	(\$0.47)	100.00%
319 CONFERENCE & TRAVEL	\$48,900.00	(\$7,977.00)	\$40,923.00	\$40,923.73	\$0.00	\$0.00	(\$0.73)	100.00%
321 PROFESSIONAL DEVELOPMENT	\$567,501.00	(\$7,726.00)	\$559,775.00	\$552,440.27	\$7,333.45	\$0.00	\$1.28	100.00%
323 POSTAGE	\$74,738.00	(\$12,990.00)	\$61,748.00	\$61,022.13	\$725.77	\$0.00	\$0.10	100.00%
325 PERSONNEL/RECRUITMENT EXP	\$26,000.00	(\$1,125.00)	\$24,875.00	\$24,875.00	\$0.00	\$0.00	\$0.00	100.00%
327 PRINTING/COPYING	\$72,600.00	(\$10,581.00)	\$62,019.00	\$61,020.03	\$997.60	\$0.00	\$1.37	100.00%
329 TUITION	\$344,541.00	(\$72,058.00)	\$272,483.00	\$272,483.00	\$0.00	\$0.00	\$0.00	100.00%
401 INSTRUCTIONAL SUPLS/MATLS	\$908,564.00	\$437,239.00	\$1,345,803.00	\$1,318,523.82	\$27,277.64	\$0.00	\$1.54	100.00%
403 OFFICE/GENERAL SUPPLIES	\$15,250.00	(\$1,725.00)	\$13,525.00	\$13,055.82	\$468.42	\$0.00	\$0.76	99.99%
404 SPLS, BKS, MATLS-DIST SUPPORT	\$9,000.00	(\$17.00)	\$8,983.00	\$8,983.97	\$0.00	\$0.00	(\$0.97)	100.01%
411 TEXTBOOKS	\$5,330.00	(\$1,770.00)	\$3,560.00	\$3,560.45	\$0.00	\$0.00	(\$0.45)	100.01%
415 OTHER SUPPLIES/MATERIALS	\$148,465.00	(\$10,894.00)	\$137,571.00	\$133,392.08	\$4,178.89	\$0.00	\$0.03	100.00%
424 OTHER SUPPLIES	\$8,000.00	(\$5,758.00)	\$2,242.00	\$2,241.75	\$0.00	\$0.00	\$0.25	99.99%
601 DUES AND FEES	\$55,165.00	\$33,033.00	\$88,198.00	\$86,101.52	\$2,100.00	\$0.00	(\$3.52)	100.00%
<b>Total for Support Expenses</b>	<b>\$3,782,237.00</b>	<b>\$343,036.00</b>	<b>\$4,125,273.00</b>	<b>\$4,033,220.52</b>	<b>\$92,052.11</b>	<b>\$0.00</b>	<b>\$0.37</b>	<b>100.00%</b>
<b>Maint/Oper/Trans</b>								
305 PROFESSIONAL/TECHNICAL SVCS	\$70,000.00	\$121,200.00	\$191,200.00	\$154,649.94	\$36,550.00	\$0.00	\$0.06	100.00%
311 UTILITY SERVICES	\$4,623,881.00	(\$43,072.00)	\$4,580,809.00	\$4,572,995.39	\$7,813.00	\$0.00	\$0.61	100.00%
313 MAINTENANCE SERVICES	\$3,712,948.00	(\$327,110.00)	\$3,385,838.00	\$3,058,294.22	\$327,545.64	\$0.00	(\$1.86)	100.00%
317 STUDENT TRANSPORTATION	\$7,641,957.00	(\$281,394.57)	\$7,360,562.43	\$7,360,562.44	\$0.00	\$0.00	(\$0.01)	100.00%
319 CONFERENCE & TRAVEL	\$34,100.00	(\$1,490.00)	\$32,610.00	\$32,609.91	\$0.00	\$0.00	\$0.09	100.00%
321 PROFESSIONAL DEVELOPMENT	\$55,395.00	(\$9,214.00)	\$46,181.00	\$43,826.34	\$2,354.40	\$0.00	\$0.26	100.00%
424 OTHER SUPPLIES	\$315,211.00	(\$5,179.00)	\$310,032.00	\$310,031.86	\$0.00	\$0.00	\$0.14	100.00%
429 MAINTENANCE/REPAIR SUPPLIES	\$461,000.00	\$15,500.00	\$476,500.00	\$476,500.03	\$0.00	\$0.00	(\$0.03)	100.00%
<b>Total for Maint/Oper/Trans</b>	<b>\$16,914,492.00</b>	<b>(\$530,759.57)</b>	<b>\$16,383,732.43</b>	<b>\$16,009,470.13</b>	<b>\$374,263.04</b>	<b>\$0.00</b>	<b>(\$0.74)</b>	<b>100.00%</b>
<b>Capital</b>								
501 CAPITAL OUTLAY	\$366,500.00	(\$33,632.00)	\$332,868.00	\$283,297.18	\$49,571.05	\$0.00	(\$0.23)	100.00%
503 TECHNOLOGY	\$1,412,429.00	(\$186.00)	\$1,412,243.00	\$1,411,794.00	\$449.00	\$0.00	\$0.00	100.00%
<b>Total for Capital</b>	<b>\$1,778,929.00</b>	<b>(\$33,818.00)</b>	<b>\$1,745,111.00</b>	<b>\$1,695,091.18</b>	<b>\$50,020.05</b>	<b>\$0.00</b>	<b>(\$0.23)</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>161,215,640.00</b>	<b>\$0.00</b>	<b>161,215,640.00</b>	<b>160,599,844.64</b>	<b>\$615,795.00</b>	<b>\$0.00</b>	<b>\$0.36</b>	<b>100.00%</b>



**To:** Dr. Stephen Tracy, Superintendent  
Board of Education  
Board of Finance  
Board of Selectmen  
Representative Town Meeting Leadership

**From:** Doreen Munsell, Director of Finance and Business Services

**Date:** September 16, 2016

**Subject:** 2015 – 2016 Year-End Actual Medical Retention Fund and IBNR

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Attached you will find the Board of Education final accounting of the 2015 – 2016 fiscal year-end medical retention fund. The Board of Education deposited \$100,000 of remaining balances from the 2015 – 2016 budget into the medical retention fund on June 30, 2016. On July 31, 2016, when the fiscal year was formally closed, an additional \$72,397 was deposited as a result of unliquidated encumbrances and unrealized expenses. The 6/30/16 IBNR used was calculated by AON actuaries and includes administrative fees for the run-off period.

In the final quarter of the fiscal year, the medical retention balance decreased initially in April, stabilized in May and dropped again in June for an overall decline of nearly \$1.1 million. The decline is due, in part, to a decrease in revenue based on updated head counts at year-end and increased expenses. The final 6/30/16 medical retention balance was \$3.04 million. The 6/30/16 IBNR as calculated by AON actuaries, including administrative fees for run-off is \$1.71 million, leaving a net balance of \$1.38 million.

The funding for 2016 – 2017 health insurance was separated into two columns on the attached spreadsheet to segregate self-insured vs. CT Partnership 2.0 revenue and costs. Column 17 begins with the 6/30/16 medical retention balance of \$3.04 million and includes revenue and expenses associated with run-off of the self-insured plan. Column 18 pertains to the CT Partnership 2.0 Plan and includes the Board of Education health insurance budget, other income and estimated expenses under the plan. As expected, there is a shortfall of approximately \$740,000 in Board of Education funding for 2016-2017 health insurance. This situation was apparent during the budget process and the intent was to utilize the medical retention fund for the shortfall. The medical retention fund balance has been reviewed with the First Selectman and Town Fiscal Officer to confirm the use of the medical retention fund for the 2016 – 2017 shortfall, currently estimated at \$740,000.

Fairfield Public Schools  
Medical Retention Fund Updated @ September 12, 2016 w/ Actual IBNR and Admin Run-Off Fees  
2016 - 2017

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)
	Actual	Final Budget	Supt. & BOE Recommended Budget		Update CT Partnership 2.0 Plan		Update CT Partnership 2.0 Plan		2016 - 2017 Budget with First Selectman and BOS Budget Cuts	Update CT Partnership 2.0 Plan		Update CT Partnership 2.0 Plan		Update CT Partnership 2.0 Plan		FINAL UPDATE 15-16 FISCAL YEAR END			
			2015-2016	2016-2017	2015-2016	2016-2017	2015-2016	2016-2017		2015-2016	2016-2017	2015-2016	2016-2017	2015-2016	2016-2017	2015-2016	2016-2017	2016-2017	2016-2017
			Nov Experience	Proposed Budget	Dec Experience	Proposed Budget	Feb Experience	Proposed Budget		Mar Experience	Budget Appropriation	Apr Experience	Budget Appropriation	May Experience	Budget Appropriation	June Experience w/ Final IBNR	Budget Appropriation 2015-16 Self-Ins. Run Out w/ Final IBNR and Run-Off Admin Fees	Budget Appropriation CT Partnership	Total Balance
Income:																			
Balance on July 1	\$ 2,311,066	\$ 723,577	\$ 2,038,663	\$ 2,256,834	\$ 2,038,663	\$ 2,682,921	\$ 2,038,663	\$ 3,523,401	\$ 3,523,401	\$ 2,038,663	\$ 4,132,522	\$ 2,038,663	\$ 3,506,252	\$ 2,038,663	\$ 3,498,217	\$ 2,038,663	\$ 3,038,168		
BOE Operating Budget	\$ 19,274,241	\$ 22,336,918	\$ 22,336,918	\$ 20,846,039	\$ 22,336,918	\$ 20,846,039	\$ 22,336,918	\$ 20,846,039	\$ 20,846,039	\$ 22,336,918	\$ 20,846,039	\$ 22,336,918	\$ 20,846,039	\$ 22,336,918	\$ 20,846,039	\$ 22,336,918		\$ 20,846,039	
First Selectman Budget Cut									\$ (980,000)		\$ (980,000)		\$ (980,000)		\$ (980,000)			\$ (980,000)	
BOS Budget Cut									\$ (800,000)		\$ (800,000)		\$ (800,000)		\$ (800,000)			\$ (800,000)	
BOF Adjustment										\$ 250,000		\$ 250,000		\$ 250,000				\$ 250,000	
Adjusted Budget:									\$ 19,066,039		\$ 19,316,039		\$ 19,316,039		\$ 19,316,039			\$ 19,316,039	
Wage/Benefit Reserve	\$ 84,798	\$ -	\$ 121,152	\$ -	\$ 121,152	\$ -	\$ 121,152	\$ -	\$ -	\$ 121,152	\$ -	\$ 121,152	\$ -	\$ 121,152	\$ -	\$ 121,152		\$ -	
Other Income Revenue	\$ 8,124,544		\$ 8,865,167		\$ 8,865,167		\$ 8,865,167			\$ 8,865,167		\$ 8,468,306		\$ 8,468,306		\$ 8,322,955			
Includes:																			
Employee Contributions		\$ 5,707,895		\$ 5,606,733		\$ 5,606,733		\$ 5,606,733	\$ 5,606,733		\$ 5,606,733		\$ 5,606,733		\$ 5,606,733			\$ 5,606,733	
Retiree Payments		\$ 1,706,020		\$ 1,357,932		\$ 1,357,932		\$ 1,357,932	\$ 1,357,932		\$ 1,357,932		\$ 1,099,804		\$ 1,099,804			\$ 1,099,804	
Cobra/FMLA/LOA		\$ 149,475		\$ 93,088		\$ 93,088		\$ 93,088	\$ 93,088		\$ 93,088		\$ 93,088		\$ 93,088			\$ 93,088	
Grants		\$ 827,483		\$ 725,000		\$ 725,000		\$ 725,000	\$ 725,000		\$ 725,000		\$ 592,000		\$ 592,000			\$ 592,000	
Rebates		\$ 601,800											\$ 200,000		\$ 200,000		\$ 200,000		
Town Supplemental Contribution	\$ 500,000																		
BOE Security	\$ 160,000																		
Savings from Additional Retirees	\$ 700,000																		
EOY Transfers 6/30/xx	\$ 728,794															\$ 172,397			
Subtotal Income (Including July 1 Balance)	\$ 31,883,443	\$ 32,053,168	\$ 33,361,900	\$ 30,885,626	\$ 33,361,900	\$ 31,311,713	\$ 33,361,900	\$ 32,152,193	\$ 30,372,193	\$ 33,361,900	\$ 31,231,314	\$ 32,965,039	\$ 30,413,916	\$ 32,965,039	\$ 30,405,881	\$ 32,992,085	\$ 200,000	\$ 26,707,664	
ITT Hartford - Medicare Supplement Retiree Plan	\$ 172,136	\$ 177,147	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 154,371	\$ 153,180		\$ 154,371	
Total Available Income	\$ 32,055,579	\$ 32,230,315	\$ 33,516,271	\$ 31,039,997	\$ 33,516,271	\$ 31,466,084	\$ 33,516,271	\$ 32,306,564	\$ 30,526,564	\$ 33,516,271	\$ 31,385,685	\$ 33,119,410	\$ 30,568,287	\$ 33,119,410	\$ 30,560,252	\$ 33,145,265	\$ 200,000	\$ 26,862,035	
Expenses:																			
Medical/RX Claims/Fees	\$ 28,580,473	\$ 29,990,937	\$ 29,846,251	\$ 26,720,770	\$ 29,417,056	\$ 26,720,770	\$ 28,559,649	\$ 26,720,770	\$ 26,720,770	\$ 27,992,286	\$ 26,720,770	\$ 28,195,887	\$ 26,009,099	\$ 28,210,742	\$ 26,009,099	\$ 28,641,344		\$ 26,009,099	
Dental Claims/Fees	\$ 1,251,276	\$ 1,352,595	\$ 1,247,394	\$ 1,397,480	\$ 1,250,502	\$ 1,397,480	\$ 1,267,429	\$ 1,397,480	\$ 1,397,480	\$ 1,225,671	\$ 1,397,480	\$ 1,251,479	\$ 1,428,630	\$ 1,244,659	\$ 1,428,630	\$ 1,304,227		\$ 1,428,630	
Cigna Run Off				\$ 1,980,371		\$ 1,953,233		\$ 1,899,703	\$ 1,899,703		\$ 1,899,703		\$ 1,899,703		\$ 1,899,703		\$ 1,710,000		
Reserve for Potential Claims/Fees				\$ 500,000		\$ 500,000		\$ 500,000	\$250,000		\$ 150,000		\$ 150,000		\$ 150,000		\$ 150,000		
Subtotal Expense	\$ 29,831,749	\$ 31,343,532	\$ 31,093,645	\$ 30,598,621	\$ 30,667,558	\$ 30,571,483	\$ 29,827,078	\$ 30,517,953	\$ 30,267,953	\$ 29,217,957	\$ 30,167,953	\$ 29,447,366	\$ 29,487,432	\$ 29,455,401	\$ 29,487,432	\$ 29,945,571	\$ 1,860,000	\$ 27,437,729	
ITT Hartford - Medicare Supplement Retiree Plan	\$ 185,167	\$ 190,325	\$ 165,792	\$ 164,913	\$ 165,792	\$ 164,913	\$ 165,792	\$ 164,913	\$ 164,913	\$ 165,792	\$ 164,913	\$ 165,792	\$ 164,913	\$ 165,792	\$ 164,913	\$ 161,526		\$ 164,913	
Total Expenses	\$ 30,016,916	\$ 31,533,857	\$ 31,259,437	\$ 30,763,534	\$ 30,833,350	\$ 30,736,396	\$ 29,992,870	\$ 30,682,866	\$ 30,432,866	\$ 29,383,749	\$ 30,332,866	\$ 29,613,158	\$ 29,652,345	\$ 29,621,193	\$ 29,652,345	\$ 30,107,097	\$ 1,860,000	\$ 27,602,642	
Balance as of 6/30	\$ 2,038,663	\$ 696,458	\$ 2,256,834	\$ 276,463	\$ 2,682,921	\$ 729,688	\$ 3,523,401	\$ 1,623,698	\$ 93,698	\$ 4,132,522	\$ 1,052,819	\$ 3,506,252	\$ 915,942	\$ 3,498,217	\$ 907,907	\$ 3,038,168	\$ 1,378,168	\$ (740,607)	
Claims Accrual for Medical, RX and Dental (IBNR)	\$ (1,900,000)	\$ (1,839,576)	\$ (1,980,371)	\$ -	\$ (1,953,233)	\$ -	\$ (1,899,703)	\$ -	\$ -	\$ (1,899,703)	\$ -	\$ (1,899,703)	\$ -	\$ (1,899,703)	\$ -	\$ ** (1,710,000)		\$ -	
Net Balance	\$ 138,663	\$ (1,143,118)	\$ 276,463	\$ 276,463	\$ 729,688	\$ 729,688	\$ 1,623,698	\$ 1,623,698	\$ 93,698	\$ 2,232,819	\$ 1,052,819	\$ 1,606,549	\$ 915,942	\$ 1,598,514	\$ 907,907	\$ 1,328,168	\$ 1,378,168	\$ (740,607)	\$ 637,561

\*\* 6/30 IBNR calculated by AON Actuary

**P4152.6(a)**  
**4252.6**

*The recommended replacement policy pertaining to the Family and Medical Leave Act, for existing policy #4935 adopted 8/27/04 which is not compliant with recent legislation.*

## **Personnel -- Certified/Non-Certified**

### **Personal Leaves**

#### **Family and Medical Leave Act**

The Board will provide leave to eligible employees consistent with the Family and Medical Leave Act of 1993 (FMLA) as amended and the Family Medical Leave Act as part of the National Defense Authorization Acts of 2008 and for Fiscal Year 2010 (which expanded certain leave to military families and veterans for specific circumstances) and 2013 Final Rules. Eligible employees (employment for at least one-year and at least 1,250 hours actually worked in the twelve-month period immediately preceding the commencement of the leave) are entitled to up to 12 work weeks of unpaid family and medical leave in any 12-month period.

Paraprofessionals are also eligible to benefits equal to those under the federal FMLA if such paraprofessional was employed for at least one year and for at least 950 hours over the previous twelve-month period preceding the commencement of the leave. A paraprofessional is defined as a school employee who performs duties that are instructional in nature or delivers either direct or indirect services to students and/or parents and serves in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services.

Eligible employees are entitled to take unpaid leave for a covered family member's service in the Armed Forces, for any one or for a combination of the following reasons:

- A "qualifying exigency" as defined by Department of Labor regulations arising out of a covered family member's covered active duty or Federal call to covered active duty (includes National Guard and Reserves) in the Armed Forces including deployment to a foreign country or to international waters;
- To care for a covered family member who has incurred a serious injury or illness in the line of duty while on covered active duty in the Armed Forces (including as a member of the National Guard or Reserves) provided that such duty or illness may render the family member medically unfit to perform duties of the member's office, grade, rank or rating;
- To care for a covered family member who is a veteran who is undergoing medical treatment, recuperation or therapy for a service related illness or injury that was incurred or aggravated while on active duty and manifested itself before or after the member became a veteran, within five years after a veteran leaves service; and/or



## **Personnel -- Certified/Non-Certified**

### **Personal Leaves**

#### **Family and Medical Leave Act (continued)**

- To care for a parent of a military member called to active duty provided the military member is the spouse, (including same-sex marriages\*), parent or child of the employee.

When leave is due to a “qualifying exigency” of a service member, an eligible employee may take up to 12 work weeks of leave during any 12-month period. When such leave is to care for an injured or ill service member, an eligible employee may take up to 26 work weeks of leave during a single 12-month period to care for the service member. Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed 26 weeks in a single 12-month period. Employees will not be deprived of any employment benefits accrued before taking FMLA leave.

The District will maintain health insurance benefits at the same basis as is provided to other similarly situated employees. Conversely, employees on FMLA leave are not entitled to accrue any seniority or benefits during the leave unless determined otherwise due to a collective bargaining agreement. When an employee returns from FMLA leave, benefits will be resumed in the same manner as provided prior to taking the leave, subject to any changes in benefit levels that may have occurred during the FMLA leave period and which affect the entire work force. Leave available for eligible employees under FMLA is not intended to supplement leave otherwise provided to such employees. The District may require the eligible employee substitute any accrued vacation or sick leave for any part of the twelve-week period that may be taken for the serious health condition of a spouse, child or parent, or for the employee’s own serious health condition.

In complying with the FMLA, the District will adhere to the requirements of the Americans with Disabilities Act as well as other applicable federal and state laws.

The Board, in compliance with state statute, shall provide to its employees who are a party to a civil union with the same family and medical leave benefits under the federal Family Medical Leave Act (FMLA) as are provided to employees who are party to a marriage. The term “marriage” includes a same-sex marriage which all states must now recognize, or common law marriages that either was entered into in Connecticut or another state that recognizes such marriages or if entered into out of Connecticut is valid in the place where entered into and could have been entered into in at least one state. In addition, the Board shall allow its employees leave time under this policy to serve as organ or bone marrow donors.

The District, in compliance with FMLA’s regulations, will post and keep posted on its premises, in conspicuous places where employees are employed, a notice explaining the provisions of the FMLA and providing information concerning the procedures for filing complaints of violations of the Act. Electronic posting may be utilized.

## **Personnel -- Certified/Non-Certified**

### **Personal Leaves**

### **Family and Medical Leave Act**

(cf. 4118.14 - Disabilities)

(cf. 4151.2 - Family Illness)

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

Legal Reference: P.L. 103-3 and 29 CFR Part 825 - The Family and Medical Leave Act of 1993, as amended by H.R. 4986, the National Defense Authorization Act for Fiscal Year 2008, Section 585. 29 U.S.C. §2601 et seq. and the National Defense Authorization Act for Fiscal Year 2010, Public Law 111-84, section 565, Title V.  
Final Rule - published in Federal Register, Vol. 60, Nov. 4, Friday, January 6, 1995, as amended on February 3, 1995, March 30, 1995, and on November 17, 2008. Rules and Regulations (29 CFR Part 825).  
Final Rule – published in Federal Register, Vol. 78, Wed. February 6, 2013.  
Final Rule – published in Federal Register, Vol. 80, No. 37, Wednesday, February 25, 2015  
Connecticut General Statutes  
46b-380o Applicability of statutes to civil unions and parties to a civil union.  
PA 07-245 An Act Concerning Family and Medical Leave for Municipal Employees.  
PA 12-43 An Act Concerning Family and Medical Leave Benefits for Certain Municipal Employees  
*United States v. Windsor*, U.S. 133 S. Ct. 2675 (2013)  
*Obergefell v. Hodges*, No. 14-556, 135 S. Ct. 2584 (2015)

Policy adopted:

**FAIRFIELD PUBLIC SCHOOLS**  
Fairfield, Connecticut

(Reviewed and approved by Policy Review Committee)

## **Personnel**

### **Absences and Leaves**

#### **FAMILY AND MEDICAL LEAVE ACT**

**4935**

The Board will provide leave to eligible employees consistent with the Family and Medical Leave Act of 1993 (FMLA). Eligible employees are entitled to up to twelve (12) work weeks of unpaid family and medical leave in any twelve (12) month period. The district will continue to pay the district's share of the employee's health benefits during the leave. In addition, the district will restore the employee to the same or an equivalent position after the termination of the leave in accordance with Board policy.

Employees will not be deprived of any employment benefits accrued before taking FMLA leave. Conversely, employees on FMLA leave are not entitled to accrue any seniority or benefits during the leave unless determined otherwise due to a Collective Bargaining Agreement. When an employee returns from FMLA leave, benefits will be resumed in the same manner as provided prior to taking the leave, subject to any changes in benefit levels that may have occurred during the FMLA leave period and that affect the entire work force.

In complying with the FMLA, the district will adhere to the requirements of the Americans with Disabilities Act as well as other applicable federal and state laws.

Legal Reference:     PL 103-3 and 29 CFR Part 825 The Family and Medical Leave Act of 1993  
                              Final Rule-published in Federal Register, Vol. 60, Nov. 4, Friday, January 6, 1995, as amended on February 3, 1995 and on March 30, 1995.  
                              Rules and Regulations (29CFR Part 825)  
                              Connecticut General Statutes  
                              46b-3800 Applicability of statutes to civil unions and parties to a civil union.  
                              PA 07-245 An Act Concerning Family and Medical Leave for Municipal Employees.

Approved 8/27/04

DRAFT

**Regular Meeting Minutes  
Fairfield BoE, September 6, 2016**

**NOTICE:** A full meeting recording can be obtained from Fairfield Public Schools. Please call 203-255-8371 for more information and/or see the FPS website (under Board Meeting Minutes) for a link to FAIRTV.

*Call to Order of the Regular Meeting of the Board of Education and Roll Call*

Chairman Philip Dwyer called the Regular meeting to order at 7:45PM. Present were members Eileen Liu-McCormack, Marc Patten, Donna Karnal, Jessica Gerber, Philip Dwyer, Anthony Calabrese, Trisha Pytko, Jennifer Maxon-Kennelly and John Llewellyn. Others present were Superintendent Dr. Stephen Tracy, members of the central office leadership team, and approximately 10 members of the public.

*New Business*

*Approval of Election of Superintendent of Schools for Fairfield Public Schools*

Mr. Dwyer thanked the Board for its commitment to the superintendent search process. The Board hired the consulting firm Hazard, Young & Attea to facilitate the search. There were 27 candidates; 6 were interviewed. The Board decided to hire Dr. Toni Jones, currently a superintendent of Falls Church City in Virginia.

Mr. Patten moved, Mr. Calabrese seconded that the Board of Education approve the election of Toni R. Jones as Superintendent of the Fairfield Public Schools effective December 5, 2016, and that it further approve a contract commencing December 5, 2016 through June 30, 2019, in the form and accordance with the terms previously distributed to the members of the Fairfield Board of Education.

Mr. Patten said it was a pleasure and an honor to make the motion. Dr. Jones brings a positive attitude, is no stranger to prioritizing the needs of her district, listens before acting, has vast experience making hard decisions when developing the annual budget, and has proven herself as an exemplary leader.

Mr. Calabrese said the nation-wide search was thorough and comprehensive. Dr. Jones' passion for education has taken her all over the world including Australia. Her career has included classroom teaching as well as the administrative positions of Elementary and Middle School Principal, Director of Secondary Education and Technology, and Chief Academic Officer. She began as Superintendent of Falls Church City, Va. in 2011. Dr. Jones has a track record of excellence and commitment to improving public education.

Mr. Dwyer added that Dr. Jones is at her own Board meeting tonight; she intends to notify her Board immediately following the vote.

**Motion Passed: 9-0**

(Ms. Karnal left the meeting at 7:50PM)

*Approval of the CSDE Authorized Signature Change Form for the Bureau of Health/Nutrition, Family Services and Adult Education*

Mrs. Maxon-Kennelly moved, Ms. Pytko seconded that the Board of Education approve the Signature Change Form for the Bureau of Health/Nutrition, Family Services and Adult Education per Enclosure No. 1.

Dr. Tracy said this relates to the Free/Reduced Meal grant in compliance with federal regulation.

**Motion Passed: 7-0** (Ms. Karnal and Mrs. Liu-McCormack were not present for this vote.)

*First Reading of Policies for Approval (3516, 3524.1 4115/4215) and Policies for Deletion (3120 and 3120.2)*

Mrs. Maxon-Kennelly said the Policy Committee is still working through the audit and asked Board members to submit any policy questions to her prior to the next meeting.

*Approval of Minutes*

*Approval of the Minutes of the August 23, 2016 Regular Meeting*

Mrs. Gerber moved, Mrs. Maxon-Kennelly seconded that the Board of Education approve the Minutes of the Regular Meeting of August 23, 2016.

**Motion Passed: 6-1**

Favor: Mr. Patten, Mrs. Gerber, Mr. Dwyer, Mr. Calabrese, Ms. Pytko, Mrs. Maxon-Kennelly

Oppose: Mr. Llewellyn (*Ms. Karnal and Mrs. Liu-McCormack were not present for this vote.*)

*Superintendent Report*

Dr. Tracy congratulated the Board on its successful superintendent search. He reviewed the FPS September 1 enrollment count and said the first day of school went well. He enjoyed watching the faculty at FWHS greet incoming freshman, and he had the opportunity to ride the morning bus with both elementary and secondary students. He also mentioned the Convocation on August 29, during which the FLHS choral students, under the direction of Kevin Cotellesse, added a nice spirit to the occasion.

Mrs. Leffert reviewed the staffing changes; there was an 8.7 FTE adjustment based on enrollment – 1.3 FTE added at the high schools, 1.0 FTE added at ECC and a net increase of 6 sections at the elementary level. There were 28 retirees; 18 were budgeted for. Currently there are 4 vacancies due to recent resignations and active searches are occurring. Additionally, 5 new hires are being held by current districts, and Fairfield is holding 4 staff members. The administrative and hiring teams have done an excellent job and she is impressed with the 73 new hires.

*Committee/Liaison Report*

Mrs. Maxon-Kennelly said the policy audit work is expected to be complete by the end of September. She reminded the Board that policies are now posted online and hard copy distribution is discontinued. She asked Board members to return their policy manuals to Central Office.

Mr. Dwyer reported for the Holland Hill Building Committee. The next stage of pricing out the proposal is expected in mid-November. Currently there are no changes to the ed-specs.

*Open Board Comment*

Mr. Dwyer said he has been trying to schedule the Town Hall meeting, but a multitude of conflicts has prevented him from finding a date before October that all Board members can attend. It appears as though mid-November to December looks likely; the alternative is to have the Town Hall meeting without all 9 members.

Mrs. Maxon-Kennelly said it is best if all can attend, but most important to be best for the community. She suggested a date where most Board members can attend, as the November-December timeframe might be tough.

Mr. Llewellyn suggested setting aside time at the beginning of each meeting to solicit feedback.

Mr. Dwyer noted that Bridgeport has done something similar - the public can address the Board before the beginning of the actual meeting. The result has been that Board members arrive late and only a few hear the concerns. On a separate subject, he added that Board members will receive copies of Dr. Jones' contract within the next day or two; it follows in form and substance as that of Dr. Title.

*Adjournment*

Mr. Patten moved, Mr. Calabrese seconded that this Regular Meeting of the Board of Education adjourn.

**Motion Passed: 8-0** (Ms. Karnal was not present for this vote.) Meeting adjourned at 8:10PM.