



Board of Education

January 15th, 2026

Agenda



- 2025-2026 BOE Policy Updates
- Recognition of Retirements
- Budget Presentation Timeline

BOE Policies

- First Read 12/11/25
- Second Read 1/15/26
- Page 3 in BOE Packet

Personnel Family and Medical Leave (P. 6)

Eligibility updated to include new provisions for non-certified staff meeting minimum service requirement under the new Connecticut Family Medical Leave Act (CTFMLA) legislation. Details of eligibility, definitions and provisions under both the Federal Family Medical Leave Act (FMLA) and the new Connecticut Family Medical Leave Act (CTFMLA) legislations.

Personnel Non-Discrimination (P. 16)

Language updates that define and reflect expanded protected class categories to include victim of sexual assault and victim of trafficking in persons. Additional edits reflect the updated name of Superintendent of Schools as well as the updated address of the Office for Civil Rights, U.S. Department of Education ("OCR").

Personnel Non-Discrimination/Complaints of Discrimination (Administrative Regulations) (P. 25)

Language updates that reflect expanded protected class categories to include victim of sexual assault and victim of trafficking in persons. Additional edits reflect the updated name of Superintendent of Schools as well as the updated address of the Office for Civil Rights, U.S. Department of Education ("OCR").

Students Administration of Student Medication in the Schools (P. 35)

Updated language reflects the ability to administer glucagon via nasal spray and/or other medical equipment as approved by the Food and Drug Administration.

Students Non-Discrimination/Students (P. 61)

Language updates that reflect expanded protected class categories to include victim of sexual assault and victim of trafficking in persons. Additional edits reflect the updated name of Superintendent of Schools as well as the updated address of the Office for Civil Rights, U.S. Department of Education ("OCR").

Students Non-Discrimination (Administrative Regulations) (P. 70)

Language updates that reflect expanded protected class categories to include victim of sexual assault and victim of trafficking in persons. Additional edits reflect the updated name of Superintendent of Schools as well as the updated address of the Office for Civil Rights, U.S. Department of Education ("OCR").

Students Student Discipline (P. 81)

Required legislation: revised definition of bullying: *"unwanted and aggressive behavior among children in grades kindergarten to twelve, inclusive, that involves a real or perceived power imbalance."* Legislation also requires that prior to a suspension or expulsion hearing, administration must confirm the homeless status of a student and consider the impact of homelessness on the student's behavior.

Instruction Collection Development and Maintenance Policy (P. 112)

This policy directs how the library media specialist will monitor library media centers collections and discards outdated materials. Language defines the purpose of library displays and also formally outlines the process by which a current parent/guardian or student may submit a request for reconsideration of any library material, display or student program.

Students Restorative Practices Policy (P. 120)

New policy that supports school climate legislation that directs the District to develop a continuum of strategies to prevent, identify, and respond to challenging behavior, bullying, and harassment.

Retirements



- Annual BOE Celebration of Retirements is scheduled for the June 2026 meeting

The Board of Education recognizes the retirement of the following certified staff:

Janet LaMarre, Teacher, Mansfield Elementary School; effective June 30, 2026

Holly Harakaly, Teacher, Mansfield Elementary School; effective June 30, 2026



Focus for Introduction

Background of the Process & Timeline

Review of Organization & Structure

Highlight Changes

Brief Overview of the Budget

Trends & History

Next Steps



Foundation

Mission

Core Beliefs

Key Drivers

District Development Plan



Our Mission

It is the **Mission** of the Mansfield Public Schools, in partnership with the Mansfield community, to ensure that each and every child develops the knowledge, skills, and dispositions essential for civic engagement and personal excellence in learning, life, and work within our local and global community.



Core Beliefs



Lead with equity. We believe that children must be supported to learn and develop in a safe, antiracist environment free from discrimination, bias, and prejudice against all people where conscious efforts and intentional actions ensure equitable opportunities.



Develop the whole child. We believe schools have an obligation to teach academic and social skills while nurturing the emotional, physical and behavioral development of all children.



Ensure active learning. We believe students learn best when they engage in joy-filled, empowering, intellectually challenging, and personalized experiences that deepen understanding of the world while building academic and social-emotional skills.



Build partnerships. We believe engaging families and the community as equal partners is necessary to fulfill the mission and vision of Mansfield Public Schools.



Prepare global citizens. We believe schools must develop young people to be stewards of their community, nation, and the larger world around them by instilling the skills needed to contribute to a peaceful society and sustainable world.



Grow educators. We believe that providing an environment that allows for inquiry, supports risk taking, provides for continuous learning, and attends to the whole person is as important for educators as it is for students.



Budget needs to be ...

Bold in Vision

Responsive in Action

Adaptable in Design

Responsible in Practice





Budget Development

- Review Enrollment Data & Projections
- Build Staffing Models & Potential Schedules/Services
- Examined Expenditures
- Identify Needs Using data
- Research & Gather Critical Information



Budget Timeline & Process

November/December/January

Kick-off meeting to distribute instructions, worksheets, and any specific guidelines

Administrators prepare requested budgets

Superintendent and Finance Director meet with all Administrators to review proposals

Line by line review including supporting information for requests

Staffing and class size review

Superintendent finalizes proposed budget

January/February

Board of Education Reviews 1/15, 1/22, 1/29

Board of Education Votes 2/12

March-May

Town Manager Proposes Budget to Town Council which includes the Board Adopted Budget

Town Council Reviews - May Recommend Changes to bottom line only

Annual Town meeting 5/12



MPS Budget Book Sections

1. Introduction/District Information
 2. Budget Overview/Summaries
 3. General Education
 4. District Management
 5. Student Support Services
- Last Page is the Index





Account Structure

Fund	Program or Activity	Object	Location
Grouping of related accounts	Identified the program or activity that you want to track	Identifies the type of expense or the source of revenue	Identifies an actual location or grouping of programs
1010 (Board of Ed)	61104 (World Languages)	54109 (Instructional software)	01 (Middle School)



Changes to the Budget Book

Alignment
 Revised Narratives/Photos
 Return on Investment (ROI)

STUDENT SUPPORT SERVICES

EXTENDED SCHOOL YEAR SERVICES (ESY)

Extended School Year (ESY) serves provide children with special education needs beyond the typical academic year as mandated by an Individualized Education Program (IEP). While ESY services are not "summer school," many of the services follow a similar schedule. In the past, ESY summer programming has been provided for three hours a day, four days a week for a four-week period.

The 2025 ESY program provided targeted instruction to students in Prekindergarten through grade 8. Students received targeted instruction based on IEP goals and objectives. Students were also able to join activities that were part of the larger summer learning experience program. ESY also provides an opportunity for additional staff training. Paraeducators and teachers also use the time to train and improve upon their ability to better meet the needs of their students.

The ESY summer program was staffed by two special education teachers, one at MMS and one at MES. In addition, students received occupational therapy, physical therapy and speech and language therapy.

Object	Account Description	FY 23-24 Actual	FY 24-25 Actual	FY 25-26 Adopted	FY 26-27 Proposed	Increase / (Decrease)	% Change
51001	Classroom Instruction - Cert						0.0%
51101	Paraprofessionals - Cert	9,593	11,815	11,000	11,000		0.0%
53114	Physical Therapists	1,440	9,295	3,800	21,000		
53115	Occupational Therapy	3,120	2,160	3,100	2,400		
55100	Pupil Transportation	14,491	3,320	3,100	3,000		
55960	Contracted Services						
	Content Specific Instructional Supplies						
	Total (612M) Extended School Year (ESY)	205		1,000	200	(1,500)	-3.7%
		40,223	26,590	40,100	38,600		

SOCIAL STUDIES

Mansfield's PK-8 Social Studies program develops the knowledge, skills, and attitudes necessary for students to be informed, engaged, and active citizens in a diverse and interconnected world.

Instruction emphasizes student's multiple roles as citizens, state, nation, and global contexts. Social Studies lessons are delivered at specified times and incorporates district equity work to expand the definition of the program. Students gain an understanding of diverse cultures, experiences, and cultures.

Elementary school builds critical thinking, inquiry, and civic participation skills. Students study U.S. history, world history, and global cultures, focusing on topics such as the American Revolution, voting rights, genocide, the Cold War, medieval trade empires of West Africa, the Cold War, and issues helps students understand global connections and their roles as citizens. Experiential learning as Model Congress and Ellis Island, allow students to understand in authentic, hands-on contexts.

Object	Account Description	FY 24-25 Actual	FY 25-26 Adopted	FY 26-27 Proposed	Increase / (Decrease)	% Change
402		30	2,800	2,800		0.0%
53						0.0%
165		30	2,800	2,800		0.0%






Return on Investment

- Mansfield Middle School (MMS) ranked #28 in Best Middle Schools in CT US News & World Reports
- Mansfield Elementary School CSDE School of Distinction for High Performance and High Growth ELA (All Students) and ELA High Growth (High Needs Students)
- Increased CSDE District Accountability Index by more than 6 points
- Increased Overall District Growth in English/Language Arts
- Decreased Student Chronic Absences by over 6 percentage points
- Increased Educator Diversity in Mansfield
- MMS students have the opportunity to earn high school math credits through a dual enrollment agreement with E.O. Smith High School
- Educator selected to participate in the Teaching 250 Convening, hosted by the Center for Civic Education and the National Constitution Center
- MMS First LEGO Robotics teams compete at state championship; one team received 2nd place for Core Values
- MMS CT History Day Regional Contest: 2 Outstanding Entry Awards and 3rd place Group Performance Award
- Increased number of Teacher Leaders, expanded Staff Leadership Roles
- Multiple teachers presenting at regional and national conferences
- State Teacher of the Year participants, semifinalists, and finalists over multiple recent years
- Increased Field Trips, Enriching Experiences, and After School Activities
- Increased number of students participating in performing groups (strings, orchestra, band, chorus, theater)
- Launched new Full Day Pre-Kindergarten Program
- Continued 4th Grade Bicycling Program in partnership with Bike Mansfield & Eastern Highland Health District
- Multiple Grants Awarded to Food Services that support MPS Food Services Field to Tray commitment
- Town of Mansfield Sustainable CT Gold Certification – Adopted MPS Lead with Equity Statement
- Mansfield Elementary School educators featured in an EdWeek article: *Play-Based Learning Yields More Joy, Higher Scores at This Elementary School*, 12/29/2025





Return on Investment

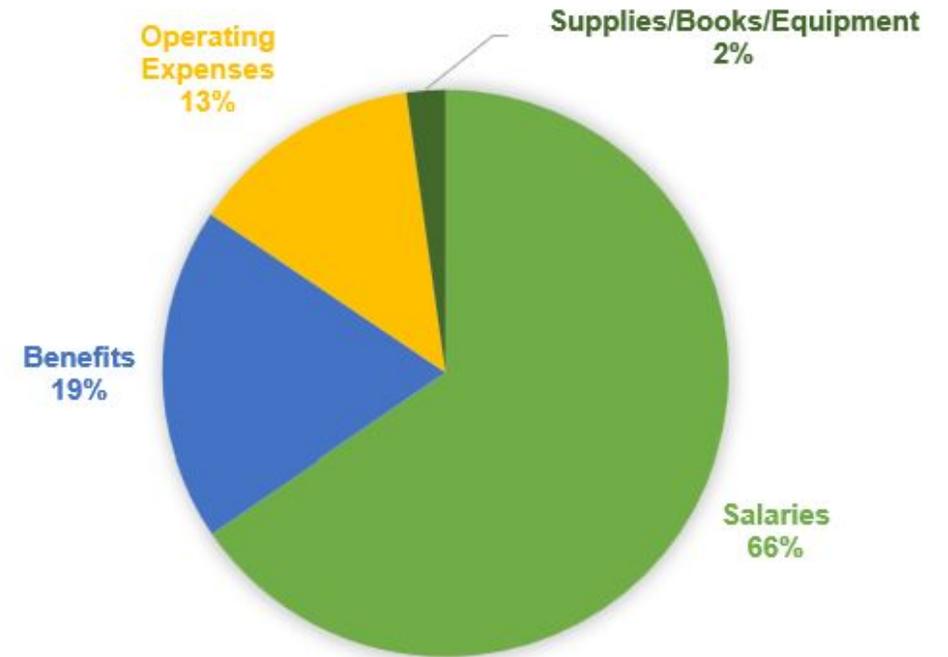
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2026-2027 Budget p12

- Proposed 26-27 District Budget: \$26,559,400
- 3.49% increase over the current year
- Salaries and benefits increased by \$752,045 and account for 85% of the budget
- Student Transportation is 5% of total budget
- Right Sizing of District given declining enrollment
- Educational supplies make up approximately 1% of the total Supplies/Books/Equipment budget
- The quality and level of Services, Programs, and Supports will remain the same and continue to grow and improve



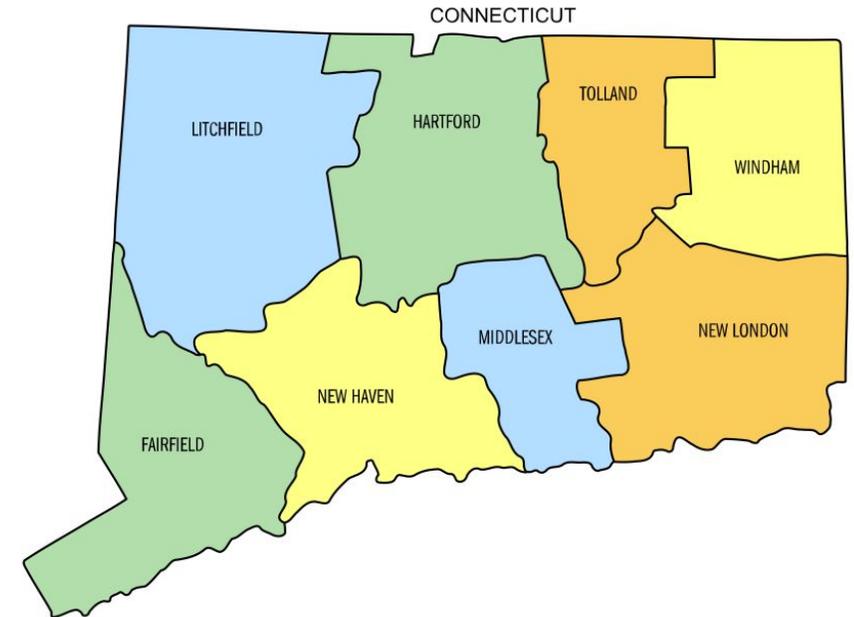


State Wide BOE Budget Trends

as of 1/15/26 CAPSS/CASBO

District	DRG	2026-27 Budget %
Amity Regional School District #5	B	2.21
Ansonia Public Schools	H	6.1
Ashford School	E	3.38
Bozrah School	E	3.02
Canton Public Schools	C	6.62
Cheshire Public Schools	B	8.83
Coventry Public Schools	E	5.22
Cromwell Public Schools	D	6.61
Darien Public Schools	A	3.88
East Hampton Public Schools	D	5.41
East Hartford Public Schools	H	1.9
East Lyme Public Schools	D	6.79
Easton Public Schools	A	5.9
Ellington Public Schools	C	2.93
Fairfield Public Schools	B	5.96
Glastonbury Public Schools	B	5.84
Granby Public Schools	C	3.8
Greenwich Public Schools	B	3.13
Guilford Public Schools	B	7.13
Hebron Public Schools	C	5.9
Meriden Public Schools	H	4.59
Milford Public Schools	D	4.32
Monroe Public Schools	B	5.16

District	DRG	2026-27 Budget %
New Canaan Public Schools	A	3.94
New Hartford Public Schools	C	5.75
New Milford Public Schools	D	3.2
Newington Public Schools	D	9.8
Oxford Public Schools	C	6.41
Plymouth Public Schools	F	3.72
Pomfret Community School	C	5.1
Portland Public Schools	E	4.99
Redding Public Schools	A	4.5
Regional School District #18	C	4.61
Ridgefield Public Schools	A	4.62
Southington Public Schools	D	6.89
Sterling Public School	F	3.6
Stratford Public Schools	G	4.99
Suffield Public Schools	C	6.28
Union Public Schools	E	3.6
Vernon Public Schools	G	2.88
Westbrook Public Schools	E	5.96
Weston Public Schools	A	3.92
Westport Public Schools	A	5.48
Wethersfield Public Schools	D	4.5
Windsor Public Schools	D	4.97
Woodbridge School District	B	5.24





State Wide BOE Budget Trends

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Amity Regional School District #5	B	2.21
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Westport Public Schools	A	5.48
Wethersfield Public Schools	D	4.5
Windsor Public Schools	D	4.97
Woodbridge School District	B	5.24

DRG	Average Increase
A	4.61
B	5.44
C	5.09
D	5.83
E	4.36
F	3.66
G	3.94
H	4.20



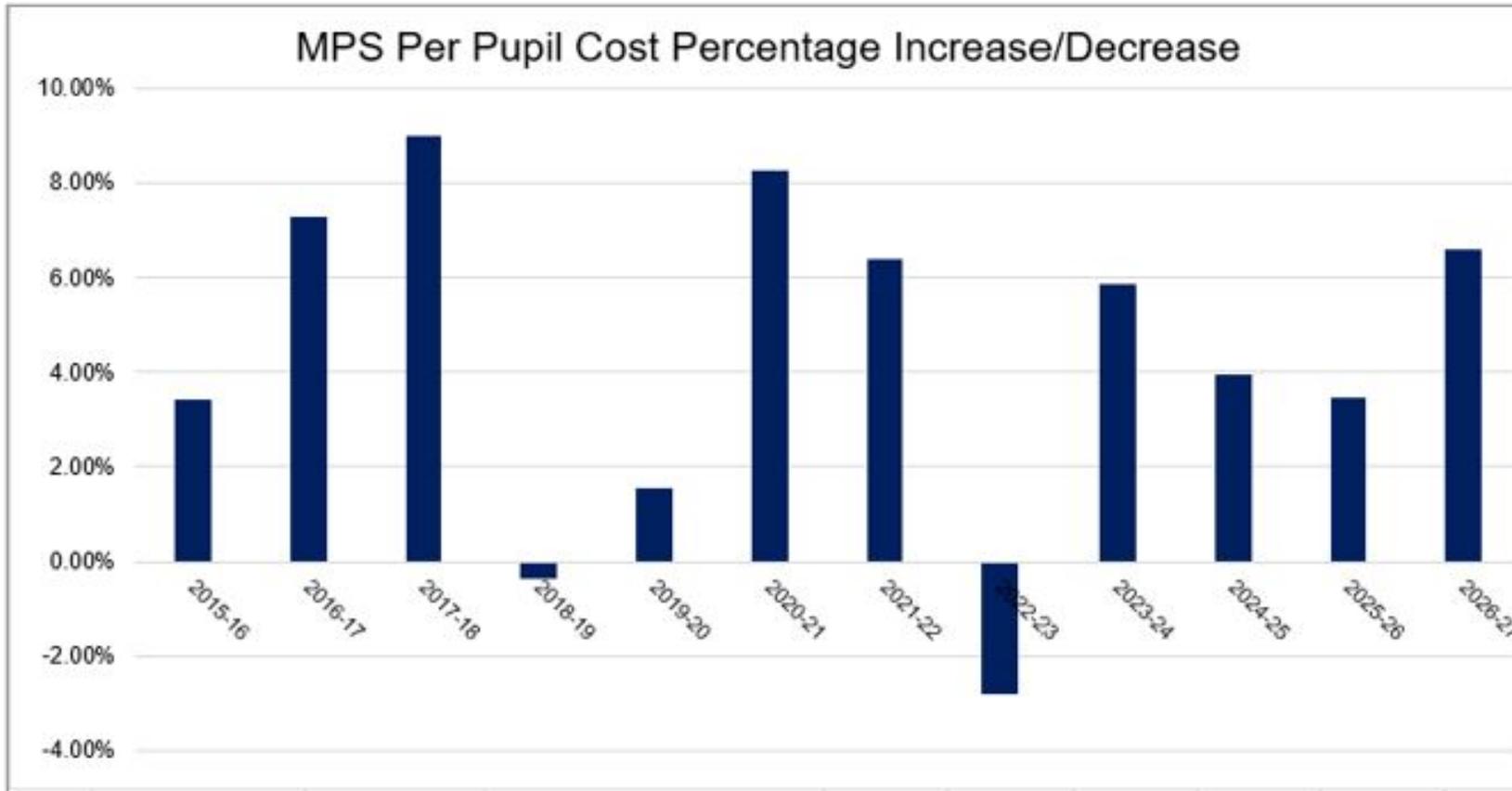
Budget History p 13

Year	Approved Budget	% Increase/ Decrease
2017-2018	\$23,460,160	2.09%
2018-2019	\$23,460,160	0.00%
2019-2020	\$23,637,850	0.76%
2020-2021	\$23,467,540	-0.72%
2021-2022	\$24,006,080	2.29%
2022-2023	\$23,963,290	-0.18%
2023-2024	\$24,801,880	3.50%
2024-2025	\$24,801,880	0.00%
2025-2026	\$25,662,845	3.47%
2026-2027	\$26,559,400*	3.49%

*Proposed Budget 1/16/2025



Per Pupil Cost Increase/Decrease p14





Budget Drivers p14

Major cost drivers include obligated salaries and benefits that represent 85% or \$22,431,880 of the proposed budget. Student transportation costs are 5% of the budget.

- Negotiated Salary Agreements
- Energy & Building Maintenance
- Inflation
- Contracted Services
- Special Education

Major Cost Drivers	Increased By
Salaries	\$486,925
Health Insurance	\$289,360
Energy Cost	\$32,000
Outplacement Tuition	\$57,600
Building Monitoring Services	\$8,195
Building Maintenance	\$10,925



Cost Savings Strategies p15

During the budget building process, factors such as enrollment, consolidation, and attrition are utilized as mitigating strategies while ensuring the quality of programs, services, performance, and innovation are maintained and/or increased. Mansfield leaders continued to “right size” the district, following Board of Education class size guidelines, aligning master schedules to best utilize staff, and looking for appropriate reductions or savings in consumable supplies. In addition, the budget strategically uses entitled federal and state grants (see below) as well as reoccurring fund balances to appropriately offset increases.

Major Cost Savings	Decreased By
Staffing	\$447,769
OT Regular Transportation	\$25,000
MERS	\$29,960
Curriculum Development	\$15,000
Tutors	\$22,500



Staffing pp17-18

- Enrollment
- BOE Class Size Guidelines
- Scheduling Efficiencies
- Retirements/Attrition
- Needs/Data

Staffing is a major driver in the district budget and is adjusted each year to meet the goals of the district, the needs of students/staff, and reflect enrollment. The 26-27 staffing plan acknowledges decreased student enrollment by reducing two classroom positions while maintaining BOE Class size guidelines. Proposed staffing increases include two non-certified positions. These roles are designed to provide direct student support and enhance instructional and operational capacity across the district.

The following certified staff FTE (full time equivalency) positions are recommended reductions:

- 1.0 FTE Kindergarten Teacher
- 1.0 FTE 3rd Grade Teacher
- 1.0 FTE Spanish Teacher
- 1.0 FTE School Psychologist

The following certified FTE position is a recommended staffing increase:

- 0.5 FTE Enrichment

Summary of Proposed Certified Changes:

- Reduce 4.0 FTE Certified Staff
- Add 0.5 FTE Certified Staff
- Net -3.5 FTE Certified Staff

The following non-certified staff FTE position is a recommended reduction:

- 1.0 FTE Administrative Assistant

The following non-certified FTE positions are recommended staffing increases:

- 2.0 FTE Paraeducators

Summary of Proposed Non-Certified Changes:

- Reduce 1.0 FTE Non-Certified Staff
- Add 2.0 FTE Non-Certified Staff
- Net +1.0 FTE Non-Certified Staff



Proposed Changes

Summary of Proposed Certified Changes:

- 4.0 FTE Certified Staff
+0.5 FTE Certified Staff
Net -3.5 FTE Certified Staff

Summary of Proposed Non-Certified Changes:

-1.0 FTE Non-Certified Staff
+ 2.0 FTE Non-Certified Staff
Net +1.0 FTE Non-Certified Staff



Projected Enrollment & Staff Reductions

	PreK	K	1	2	3	4	5	6	7	8
Total Enrollment	45	75	88	76	84	114	122	111	104	101
Average Class Size	15	15	17.6	15.2	16.8	19	20.3	22.2	20.8	20.2
Number of Homerooms	3	5	5	5	5	6	6	5	5	5
BOE Guidelines	N/A	14-18	14-18	14-18	14-18	16-20	21-23	21-23	21-23	21-23

Projected Average Class Size (based on 1/2/26 enrollment)

Proposed 26-27 FTE Reduction

25-26 FTE Reduction

24-25 FTE Reduction



Projected Enrollment & Staff Reductions

	PreK	K	1	2	3	4	5	6	7	8
Total Enrollment	45	75	88	76	84	114	122	111	104	101
Average Class Size	15	15	17.6	15.2	16.8	19	20.3	22.2	20.8	20.2
Number of Homerooms	3	5	5	5	5	6	6	5	5	5
BOE Guidelines	N/A	14-18	14-18	14-18	14-18	16-20	21-23	21-23	21-23	21-23

Projected Average Class Size (based on 1/2/26 enrollment)

Proposed 26-27 FTE Reduction

25-26 FTE Reduction

24-25 FTE Reduction



Projected Enrollment & Staff Reductions

	PreK	K	1	2	3	4	5	6	7	8
Total Enrollment	45	75	88	76	84	114	122	111	104	101
Average Class Size	15	15	17.6	15.2	16.8	19	20.3	22.2	20.8	20.2
Number of Homerooms	3	5	5	5	5	6	6	5	5	5
BOE Guidelines	N/A	14-18	14-18	14-18	14-18	16-20	21-23	21-23	21-23	21-23

Projected Average Class Size (based on 1/2/26 enrollment)

Proposed 26-27 FTE Reduction

25-26 FTE Reduction

24-25 FTE Reduction



Next Steps

Review Budget Book

Email Questions by **Wednesday** before each budget presentation session

BOE Budget Meetings

1/22 General Education: MES & MMS pp 25-47

Staffing pp 17-18

1/29 District Management pp 48-57

Support Services pp 58-67

2/12 Overview & BOE vote