

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 21, 2020 @ 6:00 P.M.
SENIOR CENTER, MAIN ROOM

Members Present: Chairman Kim Shepardson Watson, Vice Chairman Andrea Ackerman, Jane Giuliani, Gretchen Newsome, Elizabeth Porter, Rosemary Robertson, Rita Volkmann, Lee White

Members Absent: Jay Weitlauf

Also Present: Michael Graner, Susan Austin, Sam Kilpatrick, Ken Knight, Denise Doolittle, Nadine Macklin, Kerry Carter

Chairman Watson called the Public Hearing meeting on the superintendent's proposed 2020-2021 budget to order at 6:05 p.m.

Mrs. Watson gave an overview of the work done by the Board of Education and the Administration on the budget thus far. Mrs. Watson noted that the Board has worked with the GEA to have an Early Retirement Incentive that would generate cost savings and minimize layoffs due to the middle school consolidation.

Dr. Graner gave a PowerPoint presentation of the proposed 2020-2021 budget. [ATTACHMENTS #1, 2]

1. Mr. Jeff Bresnhan, 410 Brook Street, addressed the athletic fields in Town and the need for a full time Athletic Director,
 - a. He asked how do we continue what we are offering in regards to the use of the fields.
 - b. He asked that the Board look at another use for the \$200,000 slated for re-sodding the Football field at FHS.
 - c. He addressed the need for a full-time Athletic Director.
2. Mrs. Portia Bordelon, 159 Shennecossett Parkway, addressed the following:
 - a. Sports fields; she stated that we are behind the curve regarding fields;
 - b. Bathrooms;
 - c. Bleachers;
 - d. ROTC Program;
 - e. Title I funding;
 - f. Remedial and Intervention;
 - g. Access to advance classes;
 - h. Closing the achievement gap;
 - i. More tutors.

3. Mr. Larry Grundy, 64 Kings Highway, noted that he is on the Band Boosters and stated that the Band does not have access to the Football field. He noted the need for lights on the Football field for the Band to practice; the need for the field to be better maintained; the field is outdated; and that Band Competitions prefer to be on synthetic turfed fields.
4. Mrs. Watson shared an e-mail from Joanna Priest who commented on the needs of a teacher.
[ATTACHMENT #3]

Mrs. Watson adjourned the Public Hearing at 6:55 p.m.

Attachment #1

Groton Public Schools

Date prep:		FY21 Proposed Budget vs. FY20 Budget/Estimate and FY19 Actual					
1/3/20 5:08 PM							
Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
Salaries							
1 Administrators	105,108,107,108	4,250,604	4,285,962	4,347,441	4,391,304	105,342	2.5%
2 Teachers	101-104,109,123-127	33,947,522	34,948,037	34,971,724	34,962,566	14,529	0.0%
3 Non-Certified Aides	110,111,119,129,130,131	3,259,077	3,453,175	3,485,733	3,578,231	125,056	3.6%
4 Substitute Teachers	120,121	891,666	952,083	952,271	979,580	27,497	2.9%
5 Clerical	112-114,132-134,144	1,844,243	1,836,139	1,906,420	1,876,870	40,731	2.2%
6 Custodial/Maintenance/Techs	117,118,129,137,138,147,148	3,352,756	3,501,382	3,460,603	3,563,841	62,459	1.8%
7 Campus Security/Supervision	128	147,127	94,640	126,763	146,610	51,970	54.9%
8 Total Salaries	100s	47,692,998	49,071,418	49,250,954	49,499,002	427,584	0.9%
Benefits							
9 Health Insurance	201-202	9,287,983	8,127,848	8,177,719	8,452,585	324,737	4.0%
10 Workers Comp & Town Pension	211,213	969,529	934,557	934,557	955,784	21,227	2.3%
11 Social Security & Medicare	212,214	1,353,821	1,409,823	1,431,351	1,434,971	25,148	1.8%
12 Other Benefits	222-227	306,689	262,000	208,009	289,157	27,157	10.4%
13 Total Benefits	200s	11,918,022	10,734,228	10,751,636	11,132,497	398,269	3.7%
Purchased Services							
14 Instructional Services	321-324	145,378	161,179	167,881	153,921	(7,258)	(4.5%)
15 Professional Services	331	223,402	197,726	181,008	255,660	57,934	29.3%
16 Other Professional Services	332	573,461	615,797	615,797	600,634	(15,163)	(2.5%)
17 OT & PT Services	333	604,759	603,231	635,340	665,591	62,360	10.3%
18 Legal Services	334	69,650	85,000	85,000	70,000	(15,000)	(17.6%)
19 Athletic Officials & Other Athletic Serv	341-342	67,094	79,305	76,899	72,000	(7,305)	(9.2%)
20 Computer Network Services	343	109,103	125,453	115,577	139,235	13,782	11.0%
21 Total Purchased Services	300s	1,792,848	1,867,691	1,877,502	1,957,041	89,350	4.8%
Property Services							
22 Water & Sewer	410 & 411	102,212	98,326	98,326	99,801	1,475	1.5%
23 Trash & Snow Removal	421 & 422	134,985	176,000	176,000	158,600	(19,400)	(11.0%)
24 Repair/Maintenance Services	430-435,490,491,499	573,540	467,150	488,857	483,770	16,620	3.6%
25 Rental	441	83,222	92,238	103,164	124,442	32,204	34.9%
26 Total Property Services	400s	893,960	833,714	866,147	864,613	30,899	3.7%
Transportation, Insurance, Communications, Tuition							
27 Transportation: Schools	510-513	4,637,286	4,767,335	4,764,560	4,855,917	88,582	1.9%
28 Transportation: Student Activities	587-596	129,151	176,060	184,449	170,359	(5,701)	(3.2%)
29 Transportation: Staff	590-594	83,172	107,020	109,077	124,391	17,371	16.2%
30 Insurance	522,525	282,757	293,913	289,770	302,400	8,487	2.9%
31 Communications	530-552	132,681	129,847	129,955	124,735	(5,112)	(3.9%)
32 Tuition: Special Education	561-563,568	4,218,435	4,550,000	4,326,748	4,481,290	(68,710)	(1.5%)
33 Tuition: Other	564-567	1,228,101	1,350,000	1,494,047	1,479,223	129,223	9.6%
34 Total Transp, Ins, Comm, Tuition	500s	10,711,583	11,374,175	11,298,605	11,538,315	164,140	1.4%
Supplies							
35 Instructional Supplies	601-609,613-619,622,623,628	495,493	565,721	426,858	590,307	24,586	4.3%
36 Computer Supplies	610-612	570,403	611,609	607,047	642,796	31,187	5.1%
37 Electricity & Heating	631-633	1,361,264	1,329,186	1,317,568	1,344,801	15,615	1.2%
38 Transportation Supplies	634 & 656	302,645	308,068	308,068	312,470	4,402	1.4%
39 Textbooks & Library Books	640-642,645,647	103,046	168,330	165,880	121,597	(46,733)	(27.8%)
40 Facility/Maintenance Supplies	650,652-655, 657 & 659	392,041	364,974	317,104	370,220	5,246	1.4%
41 Other Supplies (staff dev., etc.)	621, 624-627, 680	49,067	63,955	72,268	70,762	6,807	10.6%
42 Total Supplies	600s	3,273,959	3,411,843	3,216,793	3,452,953	41,110	1.2%
Equipment							
43 Instructional Equipment	730 & 735	54,228	32,175	46,310	64,504	32,329	100.5%
44 Non-Instructional Equip	731 & 736	50,862	30,250	5,491	117,312	87,062	**
45 Total Equipment	700s	105,189	62,425	51,801	181,816	119,391	191.3%
46 Total Dues & Fees	800s	57,904	82,596	83,829	84,391	1,795	2.2%
47 Grand Total		76,446,462	77,438,090	77,397,367	78,710,628	1,272,538	1.64%

Groton Public Schools

Superintendent's Proposed 2020-2021 Budget



Attachment #2

Board of Education

Kim Shepardson Watson, Chairperson

Andrea Ackerman, Vice Chairperson

Jane Giuliani

Gretchen Newsome

Liz Porter

Rosemary Robertson

Rita Volkmann

Jay Weitlauf

Lee White

Program Elements

- Maintain effective class size
- Modest increase to school site budgets
- Enhance Literacy Program
 - Sustain Readers/Writers Workshops
 - Classroom Libraries K-12
- Maintain math workshops to increase rigor and relevance
- School Resource Officers @ FHS & GMS - Town/BoE Funded
- Upgrading of aging classroom technology & district infrastructure
- Retain all curricular & extracurricular programs
- Expand online learning program as well as tutoring for enrichment and remedial support



Program Elements (cont'd)

- Support for elementary magnet schools
- Continue high school 1 to 1 computer program
- Maintain Vocational Program for 18-21 year olds
- Implement Next Generation Science Standards Curriculum
- Continue elementary & middle school after school enrichment programs
- Maintain high quality child care program before/after school



Proposed Budget

	FY20 Budget	Proposed FY21 Budget	Increase (Decrease)	%
Salaries	49,071,418	49,499,002	427,584	0.9%
Benefits	10,734,228	11,132,497	398,269	3.7%
Purchased Services	1,867,691	1,957,041	89,350	4.8%
Property Services	833,714	864,613	30,899	3.7%
Trans, Ins, Comm. Tuition	11,374,175	11,538,315	164,140	1.4%
Supplies	3,411,843	3,452,953	41,110	1.2%
Equipment	62,425	181,816	119,391	191.3%
Dues & Fees	82,596	84,391	1,795	2.2%
Total	77,438,090	78,710,628	1,272,538	1.6%

SALARIES

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
1	Administrators	105,106,107,108	4,250,604	4,285,962	4,347,441	4,391,304	105,342	2.5%
2	Teachers	101-104,109,123-127	33,947,522	34,948,037	34,971,724	34,962,566	14,529	0.0%
3	Non-Certified Aides	110,111,119,129,130,131	3,259,077	3,453,175	3,485,733	3,578,231	125,056	3.6%
4	Substitute Teachers	120,121	891,666	952,083	952,271	979,580	27,497	2.9%
5	Clerical	112-114,132-134,144	1,844,243	1,836,139	1,906,420	1,876,870	40,731	2.2%
6	Custodial/Maintenance/ Techs	117,118,129,137,138,147,148	3,352,756	3,501,382	3,460,603	3,563,841	62,459	1.8%
7	Campus Security/Supervision	128	147,127	94,640	126,763	146,610	51,970	54.9%
8	Total Salaries	100s	47,692,996	49,071,418	49,250,954	49,499,002	427,584	0.9%

BENEFITS

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
9	Health Insurance	201-202	9,287,983	8,127,848	8,177,719	8,452,585	324,737	4.0%
10	Workers Comp & Town Pension	211,213	969,529	934,557	934,557	955,784	21,227	2.3%
11	Social Security & Medicare	212,214	1,353,821	1,409,823	1,431,351	1,434,971	25,148	1.8%
12	Other Benefits	222-227	306,689	262,000	208,009	289,157	27,157	10.4%
13	Total Benefits	200s	11,918,022	10,734,228	10,751,636	11,132,497	398,269	3.7%

PURCHASED SERVICES

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
14	Instructional Services	321-324	145,378	161,179	167,881	153,921	(7,258)	(4.5%)
15	Professional Services	331	223,402	197,726	181,008	255,660	57,934	29.3%
16	Other Professional Services	332	573,461	615,797	615,797	600,634	(15,163)	(2.5%)
17	OT & PT Services	333	604,759	603,231	635,340	665,591	62,360	10.3%
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19	Athletic Officials & Other Athletic Serv	341-342	67,094	79,305	76,899	72,000	(7,305)	(9.2%)
20	Computer Network Services	343	109,103	125,453	115,577	139,235	13,782	11.0%
21	Total Purchased Services	300s	1,792,848	1,867,691	1,877,502	1,957,041	89,350	4.8%

PROPERTY SERVICES

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
22	Water & Sewer	410 & 411	102,212	98,326	98,326	99,801	1,475	1.5%
23	Trash & Snow Removal	421 & 422	134,985	176,000	176,000	156,600	(19,400)	(11.0%)
24	Repair/Maintenance Services	430- 435,490,491,499	573,540	467,150	488,657	483,770	16,620	3.6%
25	Rental	441	83,222	92,238	103,164	124,442	32,204	34.9%
26	Total Property Services	400s	893,960	833,714	866,147	864,613	30,899	3.7%

TRANSPORTATION, INSURANCE, COMMUNICATIONS, TUITION

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
27	Transportation: Schools	510-513	4,637,286	4,767,335	4,764,560	4,855,917	88,582	1.9%
28	Transportation: Student Activities	587-596	129,151	176,060	184,449	170,359	(5,701)	(3.2%)
29	Transportation: Staff	580-584	83,172	107,020	109,077	124,391	17,371	16.2%
30	Insurance	522,525	282,757	293,913	289,770	302,400	8,487	2.9%
31	Communications	530-552	132,681	129,847	129,955	124,735	(5,112)	(3.9%)
32	Tuition: Special Education	561-563,568	4,218,435	4,550,000	4,326,748	4,481,290	(68,710)	(1.5%)
33	Tuition: Other	564-567	1,228,101	1,350,000	1,494,047	1,479,223	129,223	9.6%
34	Total Transp, Ins, Comm, Tuition	500s	10,711,583	11,374,175	11,298,605	11,538,315	164,140	1.4%

SUPPLIES

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
35	Instructional Supplies	601-609,613- 619,622,623,628	495,493	565,721	428,858	590,307	24,586	4.3%
36	Computer Supplies	610-612	570,403	611,609	607,047	642,796	31,187	5.1%
37	Electricity & Heating	631-633	1,361,264	1,329,186	1,317,568	1,344,801	15,615	1.2%
38	Transportation Supplies	634 & 656	302,645	308,068	308,068	312,470	4,402	1.4%
39	Textbooks & Library Books	640-642,645,647	103,046	168,330	165,880	121,597	(46,733)	(27.8%)
40	Facility/Maintenance Supplies	650,652-655, 657 & 659	392,041	364,974	317,104	370,220	5,246	1.4%
41	Other Supplies (staff dev., etc.)	621, 624-627, 690	49,067	63,955	72,268	70,762	6,807	10.6%
42	Total Supplies	600s	3,273,959	3,411,843	3,216,793	3,452,953	41,110	1.2%

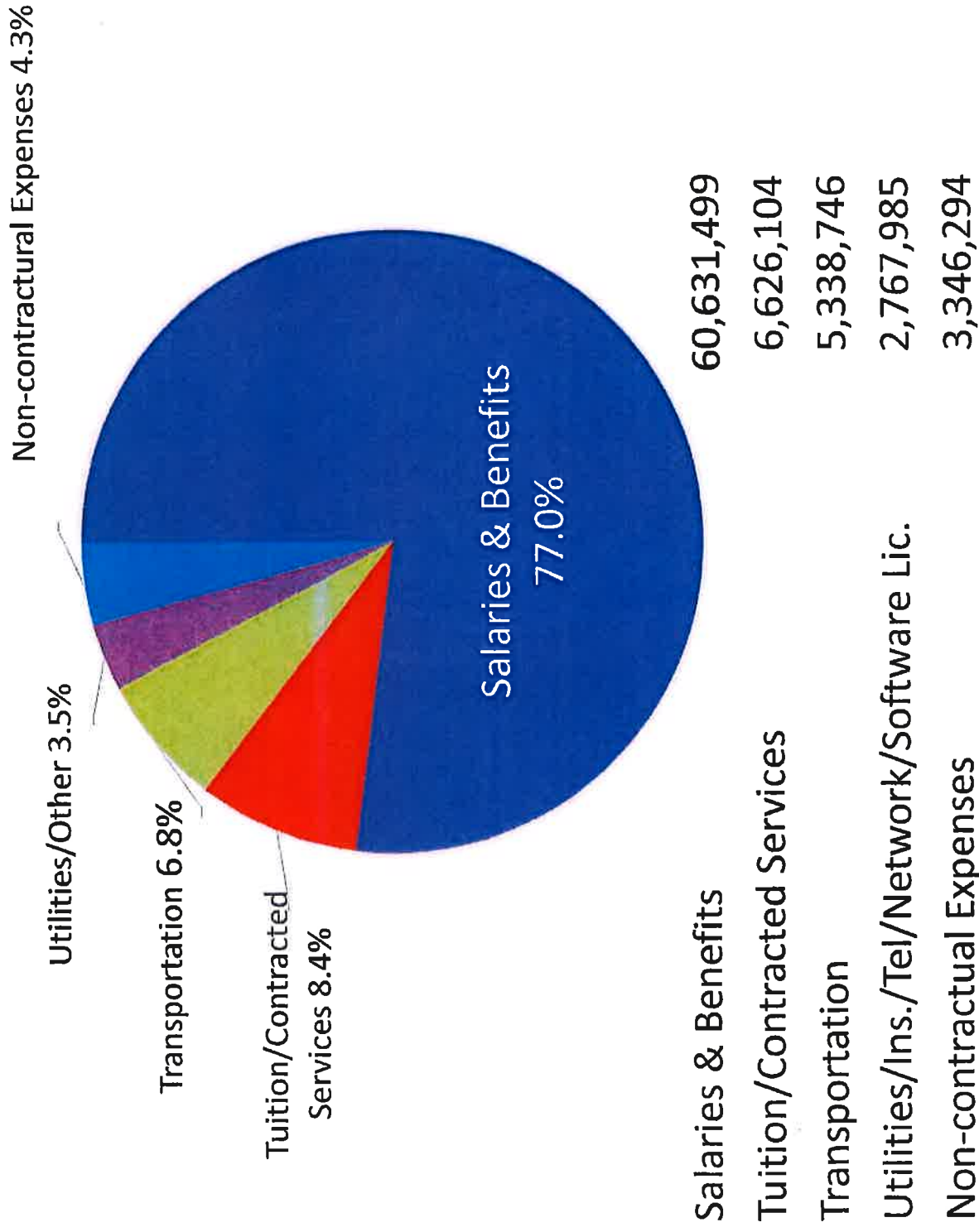
EQUIPMENT

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
43	Instructional Equipment	730 & 735	54,228	32,175	46,310	64,504	32,329	100.5%
44	Non-Instructional Equip	731 & 736	50,962	30,250	5,491	117,312	87,062	**
45	Total Equipment	700s	105,189	62,425	51,801	181,816	119,391	191.3%

DUES & FEES

	Account	Object #s	FY19 Actual 2018-2019	FY20 Budget 2019-2020	FY20 Estimated 2019-2020	FY21 Budget 2020-2021	Increase/ (Decrease)	%
46	Total Dues & Fees	800s	57,904	82,596	83,929	84,391	1,795	2.2%

GPS Budget Categories



Elementary Projected Enrollment

				<u>Enrollment</u>	<u>Subject FTE</u>	<u>Average Class Size</u>
Elementary Schools						
Pre-school				123	7.0	17.5
Pre-K/Speech				64	4.0	16.0
Trans-K				15	1.0	15.0
K				384	20.0	19.2
1				396	17.0	23.3
2				328	17.0	19.3
3				338	15.0	22.5
4				326	16.0	20.4
5				<u>298</u>	16.0	18.6
				2,272		

Secondary Projected Enrollment

	<u>Enrollment</u>	<u>Subject FTE</u>	<u>Average Class Size</u>
Middle School			
6	347	16.0	21.7
7	369	16.0	23.1
8	<u>361</u>	16.0	22.6
	1,077		
High School	1,006		
English		16.0	17.0
Science		12.0	18.0
Social Studies		10.0	19.0
World Language		8.0	16.0
Math		13.0	17.0

Expenditure per Pupil (NCEP per CSDE)

<u>School Year</u>	<u>Groton</u>	<u>CT Avg</u>	<u>Variance</u>
FY2011-2012	\$14,366.54	\$14,135.33	\$231.21
FY2012-2013	\$14,603.89	\$14,499.70	\$104.20
FY2013-2014	\$14,698.39	\$15,180.11	\$(481.73)
FY2014-2015	\$15,229.90	\$15,715.05	\$(485.15)
FY2015-2016	\$15,528.49	\$16,244.97	\$(716.48)
FY2016-2017	\$15,812.77	\$16,564.06	\$(751.30)
FY2017-2018	\$16,207.50	\$16,988.40	\$(780.90)
FY2018-2019	\$16,304.32	\$17,438.69	\$(1,134.37)
FY2019-2020 estimate*	\$16,575.74	Not yet available	
FY2020-2021 budget*	\$16,850.82	Not yet available	

* Calculated from budget, not from CSDE

FY20 Town Revenues

Education Cost Sharing (ECS)	25,025,766
Other State Funds	309,400
Federal Impact Aid	3,256,657
SPED Excess Cost	850,000
Medicaid	189,100
Other Sources	<u>91,500</u>
	29,722,423

Board of Education Grants Revenue

	<u>Time Period</u>	<u>FY20</u>
<i>Categorical Grants</i>		
Federal Education Grants (ESEA)	Annual	1,026,857
Carl Perkins (Vocational Education)	Annual	54,634
School Readiness (Early Childhood)	Annual	518,751
IDEA (Federal Special Education grant)	Annual	1,139,466
Bilingual Education (Bilingual education)	Annual	1,989
DOD Supplemental Impact Grant (Tech. Equip)	Annual	260,000
Total Categorical Grants		3,001,697
<i>Competitive Grants</i>		
Magnet School Assistance Program - STEAM	FY18-22	731,290
DoDEA-Math Grant K-12 (Math grant for military schools)	FY18-22	323,760
DoDEA-STEM Grant K-5, 9-12 (STEM grant for military schools)	FY19-23	229,674
Total Competitive Grants		1,285,354
Total Grants		4,287,051

Mission Statement: Teaching & Learning

BoE Goals: Provide Dynamic Rigorous Curriculum

Ensure Effective and Engaging Instruction

Embrace Excellent Learning Environment



I wanted to come personally to the meeting but childcare constraints keep me from being able to. My name is Joanna Priest and I currently have two children in grades K and 2 that attend Northeast Academy. I'm also a teacher in Ledyard which broadens my perspective of public education. I never thought that I would have much to be concerned about, but the changes in society and widely varying ideas of what is going to "help" or "fix" our education system lead me to speak up.

If I had to name one thing I'd like our money to focus on, it would be hiring warm bodies for our classrooms and schools. There are so many reasons this would be the best use of our funding, but I can speak from experience when I say all the materials and technology in the world will never compare to having a human being to talk to and interact with.

First, our class sizes are getting too big. Research shows that class sizes of 18 are ultimately the easiest to manage, teach, and learn from. Yet, class sizes upwards of 20 are becoming normal... expected... just because they seem normal doesn't mean they are good - someone has to say something! 5th grade classes in my school had 29 students in each class last year - 29! Lucky it's not our district, but still, what guidelines do we have in place to set a limit? My daughter is currently in a second grade class of 23/24 students and the changes I have seen this year are not good, partly due to the size of the class. I'm very curious how the numbers at the other elementary schools compare - are they equal? Instead of boring everyone with the facts, I'll refer you to these texts:

<https://www.brookings.edu/research/class-size-what-research-says-and-what-it-means-for-state-policy/>

<https://gspp.berkeley.edu/research/featured/the-class-size-debate-what-the-evidence-means-for-education-policy>

<https://www.classsizematters.org/fact-sheets-on-the-benefits-of-class-size/>

Second, with the ever-increasing demands on teachers anywhere from administration to parents to our main focus of the students - there is not enough of us to go around. There is an equally increasing number of students with special needs or even students with everyday needs that are being met. With all these needs, it concerns me that there is less of an interest in hiring more help. If I were to tally up all the hours I spend on various tasks from grading papers to preparing lessons and gathering materials to meetings and how much time that takes me away from my students and my own family, I honestly don't know how it is done and probably a reason so many teachers have their own mental health issues they deal with. Add on to that the problems that teachers have to deal with that they shouldn't have to deal with (but lack of enough staffing make it impossible to find that balance)... The students who get into a fight in the classroom, the kid who sends the teacher to the hospital with a concussion (yes, that did happen), the student who cusses out the teacher, the student who throws a chair across the room, or the other who scares everyone because they are crying and throwing papers everywhere - does every teacher know how to handle this?

<https://www.gse.harvard.edu/news/uk/19/12/safeguarding-mental-health-teachers>

<https://ibcces.org/blog/2019/03/27/teacher-turnover-lack-mental-health-training/>

Finally, continuing on the mental health topic, our kids are growing up in an era that is scary. We have lockdown drills and protocols unlike any I've ever seen, it seems every month at least there is some sort of mass shooting and dangers that target schools from both inside and outside. A Board of Education member of a different district

once asked, "How can we help? What can we do to change things?" My answer is simple. More human contact. More social emotional support. There is ONE school psychologist in my daughters' school, as with most schools. You can't tell me that that one person can attend all the meetings for all the students she sees AND service those students on a regular basis AND be there to provide day to day counseling services for students who need it? Who else in the school is there to go to when students need strategies that they're not learning at home?

Our kids need us. The difference in our society between "back then" and "nowadays" is that we are all so busy. Both parents often have full time jobs, some have two jobs, some kids have to deal with split families and the challenges that come with those families have to work and juggle childcare. There is barely time for a family to just be a family in many cases let alone provide feedback and teaching about the day and how to handle your emotions and the stresses of being a kid in this world. It's taken for granted. Parents also (I'm speaking from experience) need direction and guidance at times or they flounder.

We can change things by giving these kids the emotional and social support they desperately need in this world. As a teacher, I can vouch that we don't have enough time to do this. Funding gets cut and the first thing to go is supporting staff. Funds go into teaching yet another piece of technology, a new reading program or math program instead of teaching teachers how to cope with the social emotional needs of their class (especially as the class size gets bigger and bigger). Smaller bodies smaller problems grow into bigger bodies bigger problems...

I sat on the other side of the table for a 504 meeting for my daughter who is experiencing heightened anxiety and emotional troubles. Where the team was obviously there, all of us, to support my daughter, I wasn't fully confident in the ability for them to address the emotional needs of our situation. There didn't seem to be a clear path to meet the emotional needs of my daughter in the large class. When I suggested ways to begin, I heard things like, "That would be too much for a teacher without para assistance to handle," and "I'm not sure that would be manageable for the teacher." This only supports the fact that there is too much for teachers to manage. Kids need someone who is not going to be too busy to give them the attention they need. Someone who can help them work through a problem, give them the encouragement they so desperately want, or just someone to listen. I can't tell you how much I want to listen more to my own students:

"Mrs. Priest, did you hear about the Seahawks?"

"Mrs. Priest, I don't think we can afford an instrument, but I really want to try band..."

"Mrs. Priest, can you come to my riding lesson this weekend?"

"Mrs. Priest, this kid is saying things that are making me uncomfortable."

"Mrs. Priest, someone is keeps leaving me these notes..."

"Mrs. Priest, my mom pushed me in the closet this morning."

"Mrs. Priest, my step brother tried to get me with a knife."

"Mrs. Priest...I have a problem..."

These are all statements I've heard in the past month - and there's more. I know that other districts have it even harder... but I'm begging our district, as a parent, to please find a way to support our kids. I can't reach all of them on my own. I know no teacher can. Please put money into building and supporting our social-emotional

programming and support staff. Thank you so much for your time - hopefully I wasn't too scary...

