

**GROTON BOARD OF EDUCATION  
REGULAR MEETING  
SEPTEMBER 27, 2021 @ 6:00 P.M.  
REMOTE MEETING**

NOTE: In collaboration with the Town of Groton, Board of Education meetings are being held remotely via Zoom. Members of the public may view or listen to the meeting by following the below steps:

- 1) Using Google Chrome browser, go the [www.grotonschools.org](http://www.grotonschools.org).
- 2) The Zoom meeting link can be found by clicking on the meeting under District Calendar.

Mission Statement: Our mission is teaching and learning.

Board Goals: In a richness of cultures and with a respect for all, (1) Provide Dynamic Rigorous Curriculum, (2) Ensure Effective and Engaging Instruction, and (3) Embrace Excellent Learning Environment.

AGENDA

I. CALL TO ORDER

- A. Pledge of Allegiance

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

- III. COMMENTS FROM CITIZENS RE: AGENDA ITEMS AND OTHER SUBJECTS OF CONCERN THAT LIE WITHIN THE JURISDICTION OF THE BOARD OF EDUCATION - This is the portion of the agenda where the Board welcomes comments from citizens. Each presentation should be limited to five minutes or less, and citizens should, if possible, submit written comments. Presentations should be related to matters pertinent to Groton. Board members will only ask questions in order to clarify the speaker's presentation and cannot respond during the Comments of Citizens' portion of the Board meeting. Citizens should make their presentations from the podium and state their names and addresses for the record.

IV. RESPONSE TO COMMENTS FROM CITIZENS

V. STUDENT REPRESENTATIVE REPORT

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

- A. Superintendent Report
1. School Opening Report
  2. State Data Presentation
- B. Reports and Information from the Staff
1. Assistant Superintendent Report
    - Revision of Electives at Groton Middle School

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS (Cont'd)

- B. Reports and Information from the Staff (Cont'd)
  - 2. Business Manager Report
    - Object Code Summary FY22 (Attachment #1)
    - Health Insurance Report (Attachment #2)
  - 3. Director of Buildings and Grounds
    - Update re: Facilities

VII. COMMITTEE REPORTS

- |                       |  |
|-----------------------|--|
| A. Policy             | D. Other   |
| B. Curriculum         | - Negotiations   |
| C. Finance/Facilities | - LEARN  |
|                       | - TCC/RTM/BOE Liaison  |
|                       | - AGSA/GEA/BOE Liaison   |
|                       | - Groton Scholarship   |
|                       | - Athletic Fields  |
|                       | - State Council on Educational Opportunities for Military Children |

VIII. ACTION ITEMS

- A. Consent Agenda – all matters listed under the Consent Agenda are considered to be routine and will be enacted by one motion. Points of clarification will be allowed.
  - 1. Approval of the regular meeting minutes of August 23, 2021 (Attachment #3)
    - The August 23, 2021 meeting minutes will be amended to reflect the passing of the motion to approve Policy P5145.52 Harassment as a first reading.
  - 2. Acceptance of Gifts
    - Chelsea Groton Foundation made a \$100 donation, on behalf of Chhaya Patel, to Groton Middle School to be used for student supplies.
- B. Old Business
  - 1. Discussion and possible action re: a second reading of policy P4118.24 Conduct (Attachment #4).  
  
MOTION: To approve policy P4118.24 Conduct as a second reading.
  - 2. Discussion and possible action re: a second reading of policy P5145.52 Harassment (Attachment #5).  
  
MOTION: To approve policy P5145.52 Harassment as a second reading.

VIII. ACTION ITEMS (Cont'd)

C. New Business

1. Discussion and possible action re: the 2022 Board of Education meeting schedule (Attachment #6).

MOTION: To approve the 2022 Board of Education meeting schedule.

2. Discussion and possible action re: recognition of October 2, 2021 as National Custodian Day.

MOTION: To recognize October 2, 2021 as National Custodian Day, and to direct the Superintendent of Schools to send a letter of appreciation to the custodial staff.

3. Discussion and possible action re: the after school hiking program's field trip request to the White Mountains, NH scheduled for May 25, 2022 through May 28, 2022.

MOTION: To approve the after school hiking program's field trip request to the White Mountains, NH scheduled for May 25, 2022 through May 28, 2022.

4. Discussion and possible re: approval of the Robotics Team's field trip request to Bellarmine College Preparatory in San Jose, CA scheduled for October 29, 2021 to November 1, 2021.

MOTION: To approve the Robotics Team's field trip request to Bellarmine College Preparatory in San Jose, CA scheduled from October 29, 2021 to November 1, 2021.

5. Discussion and possible action re: the approval of the revised electives at Groton Middle School.

MOTION: To approve the revised electives at Groton Middle School.

6. Discussion and possible action re: a salary increase for the superintendent of schools for the contract term July 1, 2021-June 30, 2022 as aligned with the Central Office staff salary increase.

MOTION: To approve a salary increase for the superintendent of schools for the contract term July 1, 2021-June 30, 2022 as aligned with the Central Office staff salary increase.

7. Discussion and possible action re: the ratification of the Groton Schools Custodian and Maintenance Association, Inc. contract for the period of July 1, 2021 to June 30, 2025. (It is anticipated that this item will be discussed in executive session.)

MOTION: To approve the ratification of the Groton Schools Custodian and Maintenance Association, Inc. contract for the period of July 1, 2021 to June 30, 2025.

IX. INFORMATION AND PROPOSALS (Non-Action Items)

- A. Letters, communications, and comments by Board members on meeting items and any other items in their jurisdiction.

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

Oct. 4	Policy	Remote	5:00 p.m.
Oct. 4	Special Finance/Facilities	Remote	6:00 p.m.
Oct 5	Negotiations (GEA)	CO, Room 5	4:30 p.m.
Oct. 12	COW	Remote	6:00 p.m.
Oct. 13	Mediation w/GEA-if needed	CO, Room 5	5:00 p.m.
Oct. 18	COW	Remote	6:00 p.m.
Oct. 25	Regular	Remote	6:00 p.m.

Meetings w/Town Bodies:

Oct. 6	Town & City Councils/RTM/BOE	Remote	5:30 p.m.
Oct. 7	PSBC	Remote	6:00 p.m.
Oct. 21	PSBC	Remote	6:00 p.m.

B. Suggested Agenda Items

XI. ADJOURNMENT

## Groton Public Schools

Date prep:		FY22 Budget Summary Review							
9/22/21 4:03 PM		FY22 Budget			FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)
Account	Object #s	2021-2022	Expenditures	Encumbered	Total			09/22/2021	
<b>Salaries</b>									
1 Administrators	105-109	4,776,668	1,094,958	3,847,128	4,942,085	(165,417)	(3.5%)	4,789,679	(13,011)
2 Teachers	101-104,123-127,151-152	35,191,226	2,754,485	31,822,127	34,576,613	614,613	1.7%	35,240,542	(49,316)
3 Non-Cert Aides	110-111,130-131,136,139	3,618,042	93,082	0	93,082	3,524,960	97.4%	3,618,042	0
4 Substitute - Cert & Non-Cert	120-121	996,774	21,249	0	21,249	975,525	97.9%	990,079	6,695
5 Clerical	112-114,132-134,144	1,893,198	356,992	55,069	412,061	1,481,137	78.2%	1,893,560	(362)
6 Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,549,251	639,123	235,615	874,738	2,674,513	75.4%	3,511,099	38,152
7 Campus Security/Supervision	128	149,542	14,412	0	14,412	135,130	90.4%	149,542	0
8 <b>Total Salaries</b>	<b>100</b>	<b>50,174,701</b>	<b>4,974,301</b>	<b>35,959,939</b>	<b>40,934,240</b>	<b>9,240,461</b>	<b>18.4%</b>	<b>50,192,544</b>	<b>(17,843)</b>
<b>Benefits</b>									
9 Health Insurance	201-202	7,059,237	1,814,051	0	1,814,051	5,245,186	74.3%	7,059,237	0
10 Workers Comp & Town Pension	211,213	952,114	0	0	0	952,114	100.0%	952,114	0
11 Social Security & Medicare	212,214	1,456,229	234,760	0	234,760	1,221,469	83.9%	1,456,532	(303)
12 Other Benefits	222-227	152,500	88,271	0	88,271	64,229	42.1%	180,158	(27,658)
13 <b>Total Benefits</b>	<b>200</b>	<b>9,620,080</b>	<b>2,137,082</b>	<b>0</b>	<b>2,137,082</b>	<b>7,482,998</b>	<b>77.8%</b>	<b>9,648,041</b>	<b>(27,961)</b>
<b>Purchased Services</b>									
14 Instructional Services	321-324	162,099	59,502	3,805	63,307	98,792	60.9%	163,222	(1,123)
15 Professional Services	331	254,739	159,276	32,880	192,156	62,583	24.6%	257,640	(2,901)
16 Other Prof Services	332	608,971	18,200	12,549	30,749	578,222	95.0%	576,937	32,034
17 OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	0
18 Legal	334	70,350	3,826	0	3,826	66,524	94.6%	70,350	0
19 Athletic Officials & Other Athletic Serv	341-342	75,350	15,966	0	15,966	59,384	78.8%	75,350	0
20 Computer Network Services	343	148,773	95,978	3,579	99,557	49,216	33.1%	148,773	0
21 <b>Total Purchased Services</b>	<b>300</b>	<b>1,991,627</b>	<b>354,953</b>	<b>63,415</b>	<b>418,368</b>	<b>1,573,259</b>	<b>79.0%</b>	<b>1,963,617</b>	<b>28,010</b>
<b>Property Services</b>									
22 Water & Sewer	410-411	99,801	9,048	115	9,163	90,638	90.8%	99,801	0
23 Trash & Snow Removal	421-422	136,600	12,623	79,010	91,634	44,966	32.9%	141,634	(5,034)
24 Repair/Maintenance	430-435,490-491,499	479,183	154,141	29,779	183,920	295,263	61.6%	476,603	2,580
25 Rental	441	132,605	15,700	67,399	83,098	49,507	37.3%	132,605	0
26 <b>Total Property Services</b>	<b>400</b>	<b>848,189</b>	<b>191,513</b>	<b>176,303</b>	<b>367,815</b>	<b>480,374</b>	<b>56.6%</b>	<b>850,643</b>	<b>(2,454)</b>
<b>Transportation, Insurance, Communications, Tuition</b>									
27 Transportation: Schools	510-513	5,211,674	208,259	0	208,259	5,003,415	96.0%	5,211,674	0
28 Transportation: Student Activities	587-588	194,418	1,385	0	1,385	193,033	99.3%	194,418	0
29 Transportation: Staff	580-584	116,920	6,132	0	6,132	110,788	94.8%	113,669	3,251
30 Insurance	522,525	340,321	311,966	0	311,966	28,355	8.3%	341,966	(1,645)
31 Communications	530-552	134,317	33,016	2,102	35,118	99,199	73.9%	134,324	(7)
32 Tuition: Special Education	561-563,568	4,481,290	68,231	223,441	291,671	4,189,619	93.5%	4,481,290	0
33 Tuition: Other	564-567	1,250,859	207,000	0	207,000	1,043,859	83.5%	1,247,859	3,000
34 <b>Total Trans, Ins, Comm, Tuition</b>	<b>500</b>	<b>11,729,799</b>	<b>835,989</b>	<b>225,543</b>	<b>1,061,532</b>	<b>10,668,267</b>	<b>91.0%</b>	<b>11,725,200</b>	<b>4,599</b>
<b>Supplies</b>									
35 Instructional Supplies	601-609,613-619,622-623,628	459,950	20,462	54,793	75,254	384,696	83.6%	452,941	7,009
36 Computer Supplies	610-612	288,106	380,477	34,871	415,348	(127,242)	(44.2%)	290,094	(1,988)
37 Electricity & Heating	631-633	1,461,070	232,750	22,913	255,663	1,205,407	82.5%	1,461,070	0
38 Transportation Supplies	634,656	170,435	21,514	1,627	23,141	147,294	86.4%	170,435	0
39 Textbooks & Library Books	640-642,645,647	106,175	755	11,407	12,162	94,013	88.5%	109,928	(3,753)
40 Facility/Maintenance Supplies	650,652-655,657,659	336,810	56,541	27,861	84,402	252,408	74.9%	336,010	800
41 Other Supplies (staff dev, PPE, etc)	621,624-627,690	85,112	3,419	25,978	29,397	55,715	65.5%	86,467	(1,355)
42 <b>Total Supplies</b>	<b>600</b>	<b>2,907,658</b>	<b>715,917</b>	<b>179,450</b>	<b>895,367</b>	<b>2,012,291</b>	<b>69.2%</b>	<b>2,906,945</b>	<b>713</b>
<b>Equipment</b>									
43 Instructional Equipment	730,735	67,201	306	8,745	9,051	58,150	86.5%	46,861	20,340
44 Non-Instructional Equip	731,736	10,000	9,104	11,223	20,326	(10,326)	(103.3%)	30,246	(20,246)
45 <b>Total Equipment</b>	<b>700</b>	<b>77,201</b>	<b>9,409</b>	<b>19,968</b>	<b>29,377</b>	<b>47,824</b>	<b>61.9%</b>	<b>77,107</b>	<b>94</b>
46 <b>Total Dues &amp; Fees</b>	<b>800</b>	<b>88,835</b>	<b>58,579</b>	<b>236</b>	<b>58,815</b>	<b>30,020</b>	<b>33.8%</b>	<b>91,136</b>	<b>(2,301)</b>
47 <b>GRAND TOTAL</b>		<b>77,438,090</b>	<b>9,277,743</b>	<b>36,624,853</b>	<b>45,902,596</b>	<b>31,535,494</b>	<b>40.7%</b>	<b>77,455,234</b>	<b>(17,144)</b>

**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
9/22/21 4:03 PM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 09/22/2021	Under/(Over)
<b>Salaries</b>									
<b>Administrators</b>									
48 Administrators	105	1,143,399	272,580	1,031,584	1,304,163	(160,764)	(14.1%)	1,146,437	(3,038)
49 Principals	106	1,127,065	257,097	864,648	1,121,745	5,320	0.5%	1,127,065	-
50 Asst. Principals/Sp.Ed, Supv	107	2,206,784	507,741	1,698,990	2,206,731	53	0.0%	2,206,731	53
51 6-12 Curriculum Coordinators	108	171,203	39,508	131,695	171,203	(0)	(0.0%)	171,203	(0)
52 Athletic Director	109	128,217	18,032	120,211	138,243	(10,026)	(7.8%)	138,243	(10,026)
53		4,776,668	1,094,958	3,847,128	4,942,085	(165,417)	(3.5%)	4,789,679	(13,011)
<b>Teachers</b>									
54 Classroom Teachers	101 & 151	24,778,163	1,931,862	23,002,641	24,934,503	(156,340)	(0.6%)	24,863,975	(85,812)
55 Sp.Ed Certified	102	7,704,186	597,636	7,088,115	7,685,751	18,435	0.2%	7,685,751	18,435
56 Media Specialist	103	689,386	54,534	689,624	744,158	(54,772)	(7.9%)	670,996	18,390
57 Guidance	104	1,128,246	86,828	1,041,747	1,128,574	(328)	(0.0%)	1,128,574	(328)
58 Adult Ed	124	40,903	899	0	899	40,004	97.6%	40,903	-
59 Tutors	125 & 152	423,247	18,152	0	18,152	405,095	95.7%	423,247	-
60 Coach Stipends	126	347,709	0	0	0	347,709	100.0%	347,709	-
61 Other Student Activities	127	79,386	0	0	0	79,386	100.0%	79,386	-
62		35,191,226	2,754,485	31,822,127	34,576,613	614,613	1.7%	35,240,542	(49,316)
<b>Non-Cert Aides</b>									
63 Reg.Ed Aides - Kindergarten	110 & 130	412,952	12,617	0	12,617	400,335	96.9%	412,952	-
64 Sp.Ed Aides - Para I & Para II	111 & 131	2,782,766	31,613	0	31,613	2,751,153	98.9%	2,782,766	-
65 School Bus Aides	136	410,004	41,845	0	41,845	368,159	89.8%	410,004	-
66 Other Aides	139	12,320	7,007	0	7,007	5,313	43.1%	12,320	-
67		3,618,042	93,082	0	93,082	3,524,960	97.4%	3,618,042	0
<b>Substitute</b>									
68 Substitute Sp.Ed Certified	121	84,011	0	0	0	84,011	100.0%	78,766	5,245
69 Substitute Reg.Ed Certified	120	912,763	21,249	0	21,249	891,514	97.7%	911,314	1,449
70		996,774	21,249	0	21,249	975,525	97.9%	990,079	6,695
<b>Clerical</b>									
71 Clerical	112*113*114*132*133*134*143*144	1,893,198	356,992	55,069	412,061	1,481,137	78.2%	1,893,560	(362)
<b>Custodial/Maintenance/Techs</b>									
72 Custodial	117 & 137	1,887,198	316,950	57,622	374,572	1,512,626	80.2%	1,887,198	-
73 Maintenance	118 & 138	835,584	152,108	58,285	210,393	625,191	74.8%	822,989	12,595
74 Custodial/Maintenance Overtime	147 & 148	106,500	12,505	0	12,505	93,995	88.3%	106,500	-
75 Technicians	129 & 149	719,969	157,560	119,708	277,268	442,701	61.5%	694,412	25,557
76		3,549,251	639,123	235,615	874,738	2,674,513	75.4%	3,511,099	38,152
<b>Security</b>									
77 Security/Supervision	128	149,542	14,412	0	14,412	135,130	90.4%	149,542	-
78 Total Salaries		50,174,701	4,974,301	35,959,939	40,934,240	9,240,461	18.4%	50,192,544	(17,843)
<b>Benefits</b>									
<b>Health Insurance</b>									
79 Group Ins. Prof	201	5,649,546	1,648,215	0	1,648,215	4,001,331	70.8%	5,649,546	-
80 Group Ins. Other	202	1,409,691	165,836	0	165,836	1,243,855	88.2%	1,409,691	-
81		7,059,237	1,814,051	0	1,814,051	5,245,186	74.3%	7,059,237	0
<b>Workers Comp &amp; Town Pension</b>									
82 Worker's Compensation	211	431,614	0	0	0	431,614	100.0%	431,614	-
83 Town Pension	213	520,500	0	0	0	520,500	100.0%	520,500	-
84		952,114	0	0	0	952,114	100.0%	952,114	0
<b>Social Security &amp; Medicare</b>									
85 Social Security	212	727,779	91,196	0	91,196	636,583	87.5%	728,441	(662)
86 Medicare	214	728,450	143,564	0	143,564	584,886	80.3%	728,091	359
87		1,456,229	234,760	0	234,760	1,221,469	83.9%	1,456,532	(303)
<b>Other Employee Benefits</b>									
88 Retirement Awards	222	0	44,088	0	44,088	(44,088)		44,088	(44,088)
89 Unemployment	223	50,000	0	0	0	50,000	100.0%	33,570	16,430
90 Tuition Reimb Certified	224	101,000	44,183	0	44,183	56,817	56.3%	101,000	-
92 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
93		152,500	88,271	0	88,271	64,229	42.1%	180,158	(27,658)
94 Total Benefits		9,620,080	2,137,082	0	2,137,082	7,482,998	77.8%	9,648,041	(27,961)



**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
9/22/21 4:03 PM		FY22 Budget			FY22 Actual	Remaining		FY22 Estimate	
Account	Object #s	2021-2022	Expenditures	Encumbered	Total	Balance	%	09/22/2021	Under/(Over)
<b>Purchased Services</b>									
<b>Instructional Services</b>									
95 Instructional Services	321 & 323	117,599	58,863	85	58,948	58,651	49.9%	118,598	(999)
96 Instruct Improvement Services	322 & 324	44,500	639	3,720	4,359	40,141	90.2%	44,624	(124)
97		162,099	59,502	3,805	63,307	98,792	60.9%	163,222	(1,123)
<b>Professional Services</b>									
98 Professional Services	331	254,739	159,276	32,880	192,156	62,583	24.6%	257,640	(2,901)
99 Other Professional Services	332	608,971	18,200	12,549	30,749	578,222	95.0%	576,937	32,034
100 OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	-
101 Legal Services	334	70,350	3,826	0	3,826	66,524	94.6%	70,350	-
102		1,605,405	183,507	56,031	239,538	1,365,867	85.1%	1,576,272	29,133
<b>Athletic Officials &amp; Other Athletic Services</b>									
103 Athletic Officials	341	61,850	14,566	0	14,566	47,284	76.4%	61,850	-
104 Other Athletic Services	342	13,500	1,400	0	1,400	12,100	89.6%	13,500	-
105		75,350	15,966	0	15,966	59,384	78.8%	75,350	0
<b>Computer Network Services</b>									
106 Computer Network Services	343	148,773	95,978	3,579	99,557	49,216	33.1%	148,773	-
107 Total Purchased Services		1,991,627	354,953	63,415	418,368	1,573,259	79.0%	1,963,617	28,010
<b>Property Services</b>									
<b>Water/Sewer</b>									
108 Water	410	65,527	6,334	115	6,449	59,078	90.2%	65,527	-
109 Sewer	411	34,274	2,714	0	2,714	31,560	92.1%	34,274	-
110		99,801	9,048	115	9,163	90,638	90.8%	99,801	0
<b>Trash &amp; Snow Removal</b>									
111 Trash Removal	421	86,600	12,623	79,010	91,634	(5,034)	(5.8%)	91,634	(5,034)
112 Snow Removal	422	50,000	0	0	0	50,000	100.0%	50,000	-
113		136,600	12,623	79,010	91,634	44,966	32.9%	141,634	(5,034)
<b>Repair/Maintenance</b>									
114 Equipment Repairs	430	116,791	8,194	7,354	15,548	101,243	86.7%	116,952	(161)
115 Grounds Repairs	431	184,989	109,827	17,176	127,003	57,986	31.3%	184,989	-
116 General Bldg Repairs	432	30,066	0	245	245	29,821	99.2%	23,221	6,845
117 Painting	433	5,045	9,150	0	9,150	(4,105)	(81.4%)	9,150	(4,105)
118 Heat & Plumbing	434	50,947	10,632	516	11,148	39,800	78.1%	50,947	-
119 Electrical	435	9,479	297	664	961	8,518	89.9%	9,479	-
120 Extermination Services	490	11,363	1,659	1,534	3,193	8,170	71.9%	11,363	-
121 Bldg Fire Protection	491	46,357	10,217	890	11,107	35,250	76.0%	46,357	-
123 Other Purch Services	499	24,146	4,166	1,400	5,566	18,580	76.9%	24,146	-
124		479,183	154,141	29,779	183,920	295,263	61.6%	476,603	2,580
<b>Rental</b>									
125 Rental	441	132,605	15,700	67,399	83,098	49,507	37.3%	132,605	-
126 Total Property Services		848,189	191,513	176,303	367,815	480,374	56.6%	850,643	(2,454)
<b>Transportation, Insurance, Communications, Tuition</b>									
<b>Transportation: Schools</b>									
127 Reg.Ed Pupil Transportation	510 & 516	3,118,189	45,604	0	45,604	3,072,585	98.5%	3,118,189	0
128 Sp.Ed - Trans - STA	511	1,160,504	96,840	0	96,840	1,063,664	91.7%	1,160,504	(0)
129 Sp.Ed - Trans - Curtin	512	920,731	65,815	0	65,815	854,916	92.9%	920,731	-
130 Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
131		5,211,674	208,259	0	208,259	5,003,415	96.0%	5,211,674	0
<b>Transportation: Other</b>									
132 Transportation - Athletics	587	117,350	0	0	0	117,350	100.0%	117,350	-
133 Transportation - Field Trips	588	58,898	0	0	0	58,898	100.0%	58,758	140
134 Entry Fees - Athletics	591 & 592	12,100	1,385	0	1,385	10,715	88.6%	12,240	(140)
135 Admission Fees	595	6,070	0	0	0	6,070	100.0%	6,070	-
137		194,418	1,385	0	1,385	193,033	99.3%	194,418	0
<b>Transportation: Staff</b>									
138 Travel - Education	580 & 581	8,700	0	0	0	8,700	100.0%	8,700	-
139 Travel - Admin	582 & 583	29,100	5,495	0	5,495	23,605	81.1%	26,349	2,751
140 Travel - Conferences	584	79,120	637	0	637	78,483	99.2%	78,620	500
141		116,920	6,132	0	6,132	110,788	94.8%	113,669	3,251
<b>Liability &amp; Accident Insurance</b>									
142 Liability Insurance	522	325,149	297,556	0	297,556	27,593	8.5%	327,556	(2,407)
143 Accident Insurance	525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144		340,321	311,966	0	311,966	28,355	8.3%	341,966	(1,645)

**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
9/22/21 4:03 PM		FY22 Budget			FY22 Actual	Remaining		FY22 Estimate	
Account	Object #s	2021-2022	Expenditures	Encumbered	Total	Balance	%	09/22/2021	Under/(Over)
<b>Communications</b>									
145 Telephone, Telephone Repairs	530	67,925	25,764	0	25,764	42,161	62.1%	67,925	-
146 Postage	531	41,350	7,262	330	7,592	33,758	81.6%	41,357	(7)
147 Advertisement	540	5,000	1,291	1,773	3,064	1,937	38.7%	5,000	-
148 Minority Recruitment	541	5,000	(4,000)	0	(4,000)	9,000	180.0%	5,000	-
149 Printing Admin	550	11,542	2,299	0	2,299	9,243	80.1%	11,542	-
150 School Publications	551 & 552	3,500	400	0	400	3,100	88.6%	3,500	-
151		134,317	33,016	2,102	35,118	99,199	73.9%	134,324	(7)
<b>Tuition: Special Education</b>									
152 Sp.Ed Vocational	561	461,250	6,852	3,281	10,133	451,117	97.8%	461,250	-
153 Sp.Ed BoE Placements	562	2,557,392	41,805	210,960	252,764	2,304,628	90.1%	2,557,392	-
154 Sp.Ed State Placements	563	600,000	17,982	9,200	27,182	572,818	95.5%	600,000	-
155 Sp.Ed Magnet Choice	568	862,648	1,593	0	1,593	861,056	99.8%	862,648	-
156		4,481,290	68,231	223,441	291,671	4,189,619	93.5%	4,481,290	0
<b>Tuition: Other</b>									
157 Adult Ed	564	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
158 Magnet Tuition	566	945,337	0	0	0	945,337	100.0%	945,337	-
159 Vo Ag Reg.Ed Tuition	567	95,522	0	0	0	95,522	100.0%	95,522	-
160		1,250,859	207,000	0	207,000	1,043,859	83.5%	1,247,859	3,000
161 Total Transportation, Insurance, Communication, Tuition		11,729,799	835,989	225,543	1,061,532	10,668,267	91.0%	11,725,200	4,599
<b>Supplies</b>									
<b>Instructional Supplies</b>									
162 General Classroom	601	117,527	4,089	11,440	15,530	101,997	86.8%	109,897	7,630
163 Science	602	26,320	836	3,953	4,789	21,531	81.8%	26,320	-
164 Arts & Crafts	603	23,577	2,550	12,743	15,293	8,284	35.1%	23,915	(338)
165 Phys. Ed	604	13,540	0	1,580	1,580	11,960	88.3%	13,273	267
166 Music	605	22,700	1,640	2,173	3,814	18,886	83.2%	22,700	-
167 Kindergarten	606	5,600	442	0	442	5,158	92.1%	5,600	-
168 Pupil Tests	607	70,700	3,129	2,776	5,905	64,795	91.6%	70,700	-
169 Tech. Ed	609	7,500	0	0	0	7,500	100.0%	7,500	-
170 Home Ec Supplies	613	12,700	0	186	186	12,514	98.5%	12,700	-
171 Sp.Ed Supplies	615	56,000	5,891	4,346	10,237	45,763	81.7%	56,000	-
172 Athletic Supplies	616	52,554	145	11,030	11,175	41,379	78.7%	52,596	(42)
173 Math Supplies	617	11,082	0	715	715	10,367	93.5%	11,082	-
174 Health Supplies	618	2,400	0	0	0	2,400	100.0%	2,400	-
175 Other Supplies	619	3,000	0	0	0	3,000	100.0%	3,000	-
176 Health Serv Pathogen	622	6,500	253	240	493	6,007	92.4%	6,500	-
177 School Library Supplies	623	5,250	0	622	622	4,628	88.1%	5,250	-
178 Food, Drink, Snacks	628	23,000	1,485	2,989	4,474	18,526	80.5%	23,509	(509)
180		459,950	20,462	54,793	75,254	384,696	83.6%	452,941	7,009
<b>Computer Supplies</b>									
181 Computer Supplies	610 & 611	92,700	1,219	8,603	9,822	82,878	89.4%	92,700	-
182 Software	612	195,406	379,257	26,268	405,525	(210,119)	(107.5%)	197,394	(1,988)
183		288,106	380,477	34,871	415,348	(127,242)	(44.2%)	290,094	(1,988)
<b>Electricity &amp; Heating</b>									
184 Electricity	631	972,729	188,010	22,898	210,908	761,821	78.3%	972,729	-
185 Propane/Natural Gas	632	294,355	16,112	15	16,127	278,228	94.5%	294,355	-
186 Heating Oil	633	193,986	28,628	0	28,628	165,358	85.2%	193,986	-
187		1,461,070	232,750	22,913	255,663	1,205,407	82.5%	1,461,070	0
<b>Transportation Supplies</b>									
188 Diesel for School Buses	634	128,439	19,993	0	19,993	108,446	84.4%	128,439	-
189 Gas for Maintenance	656	41,996	1,521	1,627	3,148	38,848	92.5%	41,996	-
190		170,435	21,514	1,627	23,141	147,294	86.4%	170,435	0
<b>Textbooks &amp; Library Books</b>									
191 Textbooks	640	61,415	264	5,687	5,952	55,463	90.3%	65,168	(3,753)
192 Workbooks	641	19,410	491	4,765	5,256	14,154	72.9%	19,410	-
193 Textbook Rebind	642	950	0	0	0	950	100.0%	950	-
194 Library Books	645	21,700	0	750	750	20,950	96.5%	21,700	-
195 Periodicals	647	2,700	0	205	205	2,495	92.4%	2,700	-
196		106,175	755	11,407	12,162	94,013	88.5%	109,928	(3,753)



**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
9/22/21 4:03 PM		FY22 Budget			FY22 Actual	Remaining Balance	%	FY22 Estimate 09/22/2021	Under/(Over)
Account	Object #s	2021-2022	Expenditures	Encumbered	Total				
<b>Facility/Maintenance Supplies</b>									
197 Equipment Repair	650	28,503	2,839	377	3,216	25,287	88.7%	28,503	-
198 Grounds Supplies	651	18,862	4,370	26	4,396	14,466	76.7%	18,862	-
199 General Bldg Repair	652	65,101	7,007	10,121	17,127	47,974	73.7%	63,215	1,886
200 Painting	653	2,500	4,358	28	4,386	(1,886)	(75.5%)	4,386	(1,886)
201 Heat & Plumbing	654	34,057	9,617	4,071	13,688	20,369	59.8%	34,057	-
202 Electrical	655	30,250	5,634	2,044	7,678	22,572	74.6%	30,250	-
203 Safety Supplies	657 & 659	13,555	5,199	999	6,198	7,357	54.3%	12,755	800
204 Custodial Supplies	658	143,982	17,518	10,195	27,713	116,269	80.8%	143,982	-
205		336,810	56,541	27,861	84,402	252,408	74.9%	336,010	800
<b>Other Supplies</b>									
206 Sup Serv Guid Imp Ins	621	24,400	1,040	5,883	6,922	17,478	71.6%	24,400	-
207 Audio Visual	624 & 625	7,502	746	0	746	6,756	90.1%	7,502	-
208 General Admin Supplies	626	13,110	1,048	360	1,408	11,702	89.3%	13,110	-
209 School Admin Supplies	627	15,800	181	3,241	3,422	12,378	78.3%	17,431	(1,631)
210 Professional Materials	690	24,300	405	0	405	23,895	98.3%	24,024	276
212		85,112	3,419	25,978	29,397	55,715	65.5%	86,467	(1,355)
213 Total Supplies		2,907,658	715,917	179,450	895,367	2,012,291	69.2%	2,906,945	713
<b>Equipment</b>									
<b>Instructional Equipment</b>									
214 Replace Instr Equip	730	12,730	0	2,810	2,810	9,920	77.9%	11,190	1,540
215 Add Instr Equipment	735	54,471	306	5,935	6,241	48,230	88.5%	35,671	18,800
216		67,201	306	8,745	9,051	58,150	86.5%	46,861	20,340
<b>Non-Instructional Equipment</b>									
217 Replace Non-Instr Equipment	731	10,000	0	4,301	4,301	5,699	57.0%	14,241	(4,241)
218 Add Non-Instr Equipment	736	0	9,104	6,922	16,025	(16,025)		16,005	(16,005)
219		10,000	9,104	11,223	20,326	(10,326)	(103.3%)	30,246	(20,246)
220 Total Equipment		77,201	9,409	19,968	29,377	47,824	61.9%	77,107	94
<b>Dues - Fees</b>									
<b>Dues/Fees</b>									
221 Dues BoE	810	25,541	21,088	0	21,088	4,453	17.4%	25,541	-
222 General Admin Dues	811	15,650	12,476	0	12,476	3,174	20.3%	15,926	(276)
223 School Admin Dues	812	43,669	22,515	80	22,595	21,074	48.3%	45,694	(2,025)
224 Other Dues	819	3,975	2,500	156	2,656	1,319	33.2%	3,975	-
225 Total Dues/Fees		88,835	58,579	236	58,815	30,020	33.8%	91,136	(2,301)
226 Grand Total		77,438,090	9,277,743	36,624,853	45,902,596	31,535,494	40.7%	77,455,234	(17,144)

**Groton Public Schools**  
**FY22 Budget Summary Review**  
**Summary at Program Level III**

		FY22 Budget			FY22 Total	Remaining		09/22/2021 FY22 Estimated	
Function No.	Description	2021-2022	Expended 2021-2022	Encumbered 2021-2022	2021-2022	Balance	%	2021-2022	Under/ (Over)
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,269,421	1,102,786	9,913,064	11,015,850	2,253,571	17.0%	13,412,020	(142,599)
1102	FUNCTION-1102 ART	670,468	58,736	531,057	589,793	80,675	12.0%	670,806	(338)
1104	FUNCTION-1104 LANGUAGE ARTS	2,310,517	199,884	1,816,014	2,015,898	294,619	12.8%	2,372,620	(62,103)
1105	FUNCTION-1105 WORLD LANGUAGES	1,378,697	119,406	1,131,084	1,250,489	128,208	9.3%	1,456,296	(77,599)
1106	FUNCTION-1106 CONSUMER SCIENCE	149,479	11,145	104,686	115,831	33,648	22.5%	149,479	-
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	636,478	52,414	477,974	530,388	106,090	16.7%	641,846	(5,368)
1108	FUNCTION-1108 MATHEMATICS	2,151,284	176,505	1,632,787	1,809,292	341,992	15.9%	2,101,050	50,234
1109	FUNCTION-1109 MUSIC	731,431	52,851	543,349	596,200	135,231	18.5%	710,222	21,209
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,174,615	87,633	783,517	871,150	303,465	25.8%	1,168,757	5,858
1111	FUNCTION-1111 SCIENCE	2,249,495	243,306	1,631,921	1,875,226	374,269	16.6%	2,226,418	23,077
1112	FUNCTION-1112 SOCIAL STUDIES	1,821,305	150,425	1,445,613	1,596,038	225,267	12.4%	1,813,860	7,445
1114	FUNCTION-1114 HEALTH EDUCATION	220,609	24,110	305,248	329,358	(108,749)	(49.3%)	222,945	(2,336)
1117	FUNCTION-1117 INTERN. BACCALAUREATE	67,250	11,650	1,149	12,799	54,451	81.0%	68,900	(1,650)
1118	FUNCTION-1118 IB - CAREERS-RELATED PROGRAM	18,179	0	0	0	18,179	100.0%	18,179	-
1119	FUNCTION-1119 UNCLASSIFIED	1,371,266	515,127	740	515,867	855,399	62.4%	1,398,228	(26,962)
1121	FUNCTION-1121 BUSINESS EDUCATION	332,696	28,650	240,259	268,909	63,787	19.2%	322,171	10,525
1124	FUNCTION-1124 HEALTH OCCUPATIONS	71,898	1,667	0	1,667	70,231	97.7%	19,911	51,987
1260	FUNCTION-1260 ENRICHMENT	38,724	0	0	0	38,724	100.0%	38,724	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	2,914,729	235,841	2,368,171	2,604,012	310,717	10.7%	2,876,129	38,600
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVICE	1,097,479	114,145	691,201	805,346	292,133	26.6%	1,078,823	18,656
Total Regular Instruction		32,699,370	3,286,388	23,846,557	27,132,945	5,566,425	17.0%	32,825,440	(126,070)
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,235,951	86,236	649,239	735,475	500,476	40.5%	1,237,718	(1,767)
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	-	20,290
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTION	792,073	32,529	165,301	197,830	594,243	75.0%	679,218	112,855
1230	FUNCTION-1230 SPECIAL EDUCATION	8,176,457	497,430	3,998,239	4,495,670	3,680,787	45.0%	8,251,203	(74,746)
1250	FUNCTION-1250 BLIND	26,599	0	0	0	26,599	100.0%	7,524	19,075
1280	FUNCTION-1280 HEARING IMPAIRED	107,224	10,278	92,609	102,887	4,337	4.0%	107,224	-
Total Special Instruction		10,358,594	626,473	4,905,387	5,531,861	4,826,733	46.6%	10,282,887	75,707
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	84,133	2,581	11,715	14,297	69,836	83.0%	84,133	-
1320	FUNCTION-1320 ADULT EDUCATION	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
Total Continuing Education		294,133	209,581	11,715	221,297	72,836	24.8%	291,133	3,000
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	810,389	53,983	131,751	185,734	624,655	77.1%	809,669	720
TOTAL INSTRUCTION		44,162,486	4,176,425	28,895,411	33,071,836	11,090,650	25.1%	44,209,130	(46,644)
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	878,367	197,408	482,223	679,631	198,736	22.6%	878,014	353
2110	FUNCTION-2110 SOCIAL WORK SERVICES	355,751	34,205	258,887	293,092	62,659	17.6%	356,284	(533)
2120	FUNCTION-2120 GUIDANCE SERVICES	1,595,294	151,496	1,041,747	1,193,243	402,051	25.2%	1,596,092	(798)
2130	FUNCTION-2130 HEALTH SERVICES	1,237,137	20,564	23,391	43,954	1,193,183	96.4%	1,205,019	32,118
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,241,410	100,037	960,607	1,060,644	180,766	14.6%	1,220,488	20,922
2150	FUNCTION-2150 SPEECH & HEARING SERVICES	1,162,998	102,526	978,605	1,081,131	81,867	7.0%	1,120,101	(57,103)
Total Support Services - Pupils		6,470,957	606,236	3,745,458	4,351,695	2,119,262	32.8%	6,475,998	(5,041)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - T&L	369,442	94,170	223,464	317,634	51,808	14.0%	330,254	39,188
2202	FUNCTION-2202 SUPPORTING SERVICES - DEI	15,761	0	0	0	15,761	100.0%	15,218	543
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCTION	235,564	65,480	16,941	82,421	153,143	65.0%	237,902	(2,338)
Total Support Services - Staff		620,767	159,651	240,405	400,055	220,712	35.6%	583,374	37,393
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERVICE	30,241	21,278	2,561	23,839	6,402	21.2%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SER	1,565,287	267,702	408,693	676,395	888,892	56.8%	1,588,441	(23,154)
2313	FUNCTION-2313 BUSINESS OFFICE	976,596	137,383	119,639	257,021	719,575	73.7%	986,487	(9,891)
2410	FUNCTION-2410 SCHOOL ADMINISTRATION	4,278,680	946,958	2,192,993	3,139,951	1,138,729	26.6%	4,292,251	(13,571)
Total General Support Services		6,850,804	1,373,320	2,723,886	4,097,207	2,753,597	40.2%	6,897,420	(46,616)
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENANCE	6,830,961	1,426,114	392,872	1,818,986	5,011,975	73.4%	6,819,241	11,720
2520	FUNCTION-2520 PUPIL TRANSPORTATION	5,837,953	306,377	55,069	361,446	5,476,507	93.8%	5,837,953	0
2540	FUNCTION-2540 COMPUTER SUPPORT SERVICES	1,504,213	699,916	351,591	1,051,507	452,706	30.1%	1,472,170	32,043
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	253	0	253	2,247	89.9%	2,500	-
Total Operational Services		14,175,627	2,900,733	799,533	3,700,266	10,475,361	73.9%	14,131,863	43,764
TOTAL SUPPORT SERVICES		28,118,155	5,039,940	7,509,282	12,549,222	15,568,933	55.4%	28,088,655	29,500
Community Services									
3710	FUNCTION 3710-NONPUBLIC SCHOOL	96,550	0	0	0	96,550	100.0%	96,550	0
Non-Programmed Charges									
4100	TUITION PAYMENTS	5,060,899	61,379	220,160	281,538	4,779,361	94.4%	5,060,899	0
GRAND TOTAL		77,438,090	9,277,743	36,624,853	45,902,596	31,535,494	40.7%	77,455,234	(17,144)
									-0.02%

## Cost vs Budget Dashboard - data through July 2021

## BOE Groups Active &amp; Retired

Self Insured - All Coverages All Enrollees											
Claim/Admin. Cost											
Date	Lives	Net Medical Paid		Rx Paid Claims	Dental Paid Claims	Total Net Paid Claims	Total Fixed Costs	Total Cost	BOE Monthly Budget*	Variance - Total Cost vs BOE	
		Claims								Budget	Actual/Estimated BOE Budget
Jul-21	570	\$658,635	\$96,759	\$25,333	\$780,727	\$87,755	\$868,482	\$990,851		(\$122,369)	87.7%
Aug-21											
Sep-21											
Oct-21											
Nov-21											
Dec-21											
Jan-22											
Feb-22											
Mar-22											
Apr-22											
May-22											
Jun-22											
YTD	570	\$658,635	\$96,759	\$25,333	\$780,727	\$87,755	\$868,482	\$990,851		(\$122,369)	87.7%

**GROTON BOARD OF EDUCATION  
REGULAR MEETING MINUTES  
AUGUST 23, 2021 @ 6:00 P.M.  
REMOTE MEETING**

**MEMBERS PRESENT:** Kim Shepardson Watson, Andrea Ackerman, Dean Antipas,  
Liz Porter, Rita Volkmann, Jay Weitlauf, Lee White

**MEMBERS ABSENT:** Jane Giuliani, Rosemary Robertson

**ALSO PRESENT:** Susan Austin, Philip Piazza, Sam Kilpatrick, Ken Knight, Denise Doolittle,  
Laurie LePine

I. CALL TO ORDER – Dr. Ackerman called the meeting to order at 6:02 p.m.

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Elizabeth Porter.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

Ms. Austin acknowledged all administrators and staff for their efforts in helping with getting ready to open the schools for the students. Ms. Austin also acknowledged Mr. Russell for producing a video of staff members. The video was shown at the board meeting.

III. COMMENTS FROM CITIZENS

NONE

IV. RESPONSE TO COMMENTS FROM CITIZENS

NONE

V. STUDENT REPRESENTATIVE REPORT

NONE

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report

1. Introduction of New Athletic Director – Ms. Austin introduced Mark Romano, the new Administrator and Athletic Director. Ms. Austin noted that he had held this position previously in another district and was now returning to Groton full time.
2. Safe Return to School – Ms. Austin stated that many communications were sent out to parents and the she has been working closely with the CT State Department of Education, the Centers for Disease Control, and local health experts following the strongly recommended protocols. Ms. Austin stated that she was looking forward to having students back in person in the schools. Ms. Austin stated that the Pfizer vaccine will be offered on Sept. 13 and Oct. 4, 2021, from 8:30 a.m. to 11:30 a.m. at FHS to all school personnel and students who are eligible for the vaccine or booster shot. Ms. Austin stated that staff and students will be wearing masks. All information can be found on [grotonschoools.com](http://grotonschoools.com).

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS – cont.

Update re: Diversity, Equity, and Inclusion – Ms. Austin introduced Mr. Jemal Davis who gave an update of the work of the DEI Committee, e.g. Summer Book Club noting that there were about 35 participants. The book is entitled, *Culture Responsive in Teaching in the Brain*. Mr. Davis noted that a survey was given out at the end of the Book Club.

B. Assistant Superintendent Report

- a. Update re: Summer Learning/Summer Curriculum Work – Dr. Piazza noted that he has read 3 books since joining the Groton Public Schools:
  1. You Want to Talk About Race
  2. Cultural Responsive Teaching and the Brain
  3. Productive Math Struggle (Math Book Club)

Dr. Piazza gave an overview of a PowerPoint presentation on the 2020-2021 Climate Survey. **(ATTACHMENT #1)** The topics covered in the survey are:

1. Communication
2. Safety
3. Sense of Belonging
4. Respect and Diversity
5. Transportation

Dr. Piazza noted that the responses to the survey were generally positive in all areas while also noting opportunities for improvement.

C. Business Manager

1. Object Code Summary **(ATTACHMENT #2)** – Mr. Knight reviewed the Object Code Summary dated August 10, 2021 that shows an unexpended balance of \$1,544.
2. Health Insurance Report – Mr. Knight reviewed the Health Insurance Report for the month of June. **(ATTACHMENT #3)**

D. Director of Buildings and Grounds

1. Update re: Facilities – Mr. Kilpatrick stated that the existing school are ready to go – CB Fire Alarm, FHS Asbestos project, and Food Service Department made lunches and breakfast.
2. Update re: Move to New Elementary Schools – Mr. Kilpatrick noted the trailers at the closing school moving material to the new elementary schools.

E. Director of Human Resources

1. Update re: Summer Hiring – Mrs. LePine stated that there have been 20 educators hired to date with 4 more in process. Mrs. LePine stated that of the 20 educators 4 are educators of color. Mrs. LePine noted that the elementary hiring is complete; secondary is still in process; there have been recent resignation at the secondary level. Mrs. LePine noted 4 Job Fairs coming up:

- August 24 at CK
- August 31 at NEA
- August 26 at the Department of Labor
- September 15 with the Day Newspaper
- In the Fall we are back to in-person Job Fairs
- Custodians, bus aides, paraprofessionals, and substitute teachers are still being considered

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS – cont.

Mrs. LePine gave an overview of the plans to hire people of color in all areas. Mrs. LePine noted that survey results will be shared with Board members when appropriate.

Ms. Austin stated that the Convocation will be held on September 1, 2021 at FHS.

VII. COMMITTEE REPORTS

- A. Policy – Mrs. White noted that the Policy Committee met in August and that are policies on the agenda for a first reading.
- B. Curriculum – There was no report.
- C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee met on August 2, 2021 and discussed the ARP ESSER III grant, OPEB projections, salaries for the paras and substitutes, DoD Supplemental Impact Aid grant, next year's CIP proposals, and the registrar request for building use for voting.
- D. Negotiations – Mrs. Watson noted that the Negotiations Committee will begin negotiations with the GEA on August 30, 2021.
- E. LEARN – Mrs. Volkmann noted that the Executive LEARN Board met last week and discussed new hires.
- F. TCC/RTM/BoE Liaison – Mrs. Watson noted that the TCC/RTM/BoE Liaison Committee met and reviewed the ARP ESSER III grant; they had representation from the Town Council, City Council, and the RTM. The Liaison Committee also discussed the 2 tier busing.
- G. AGSA/GEA/BoE Liaison – There was no report.
- H. Groton Scholarship – There was no report
- I. Athletic Fields – There was no report
- J. State Council on Education Opportunities for Military Children – There was no report.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Antipas, Porter:

To approve the Consent Agenda.  
**PASSED - UNANIMOUSLY**

B. Old Business

NONE

C. New Business

- 1. Discussion and possible action regarding a first reading of policy P 4118.24 Conduct (ATTACHMENT # 4).

MOTION: White, Porter:

To approve policy P 4118.24 Conduct as a first reading.  
**YES – Watson, Ackerman, Antipas, Porter, Volkmann, Weitlauf**  
**ABSTAINED - White**  
**PASSED**



VIII. ACTION ITEMS – cont.

2. Discussion and possible action regarding a first reading of policy P 5145.52 Harassment (ATTACHMENT #5).

MOTION: Porter, Volkmann: To approve policy P 5145.52 Harassment as a first reading.  
**YES – Watson, Antipas, Porter, Weitlauf**  
**NO – Ackerman**  
**ABSTAINED – Volkmann, White**  
**MOTION FAILED**

3. Discussion and possible action regarding the Safe Return to Schools Plan (ARP ESSER III).

MOTION: Volkmann, Porter: To approve the Safe Return to Schools Plan (ARP ESSER III).  
**YES – Watson, Ackerman, Porter, Volkmann, Weitlauf, White**  
**ABSTAINED – Antipas**  
**PASSED**

4. Discussion and possible action regarding the term of the Superintendent's contract. (It is anticipated that this item will be held in executive session.)

IX. INFORMATION AND PROPOSALS

- A. Letters, communications, and comments by Board members on meeting items and any other items in their jurisdiction.

- Mrs. White asked for clarification of Gov. Lamont's directive to have new hires vaccinated.
- Dr. Ackerman noted that she heard from 1986 student who is in Hollywood regarding his new series he developed.
- Mrs. Porter noted that she heard from parents and kids in her neighborhood who are excited to be going back to school.
- Mrs. Volkmann noted that she also heard from parents and kids in her neighborhood who are excited to be going back to school.
- Mr. Weitlauf noted that he has received one email from a parent regarding busing, some emails about the wearing of masks. Mr. Weitlauf thanked Mr. Russell for documenting the efforts of staff and the work that is going on in the district.
- Mrs. Watson also thank Mr. Russell for documenting the efforts of staff and the work that is going on in the district.

X. ADVANCE PLANNING

- A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

X. ADVANCE PLANNING – cont.

B. Suggested Agenda Items

NONE

MOTION: Watson, Porter:

To go into Executive Session at 8:34 p.m. for the purpose of discussing the alignment of the Superintendent's contract to the current fiscal school year and to invite Ken Knight to attend.

**PASSED - UNANIMOUSLY**

A discussion of the alignment of the Superintendent's contract with the current fiscal school year was held. No action was taken.

MOTION: Porter, White:

To return to Open Session at 8:45 p.m.

**PASSED – UNANIMOUSLY**

MOTION: Antipas, Volkmann:

To approve the term of the Superintendent's contract to coincide with the current school year.

**PASSED - UNANIMOUSLY**

XI. ADJOURNMENT

MOTION: Ackerman, White:

To adjourn at 8:46 p.m.

**PASSED - UNANIMOUSLY**



# Groton Public Schools Climate Survey

2020-2021



## TOPICS COVERED IN SURVEYS

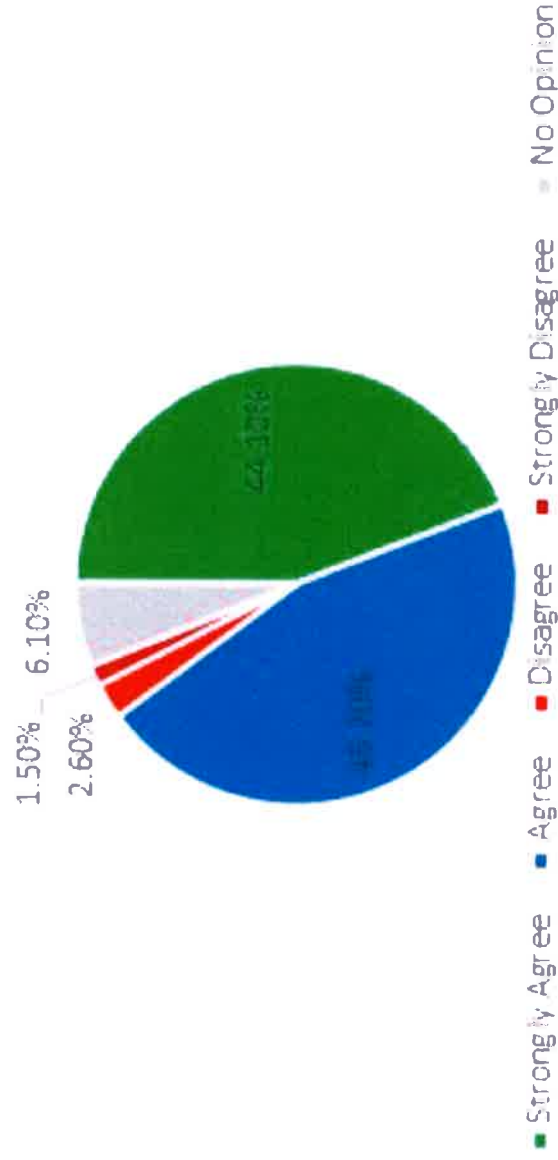
- **Communication**
- **Safety**
- **Sense of Belonging**
- **Respect and Diversity**
- **Transportation**

# Communication



# Communication: Staff

Our building communicates frequently with parents so that they are informed about events and activities at school.



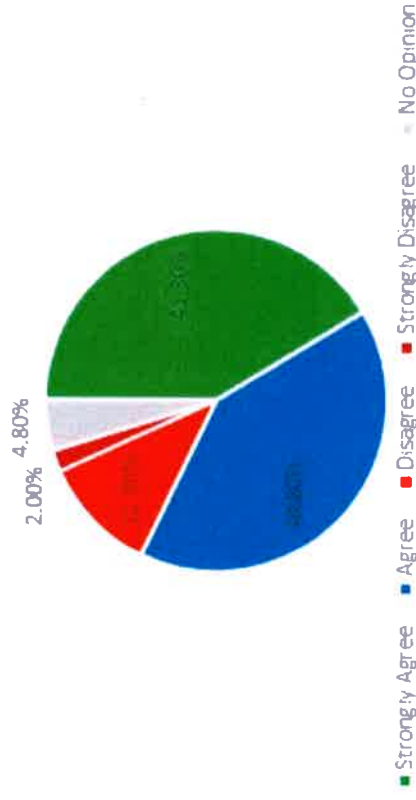
*Communication need to be improved both in the building and at the district level.*  
*Authentic and transparent conversations need to take place -* Staff Member

*I feel so fortunate to work at GPS. I love that the district specifically told us that the social-emotional health of our students is our top priority this year. -* Staff Member

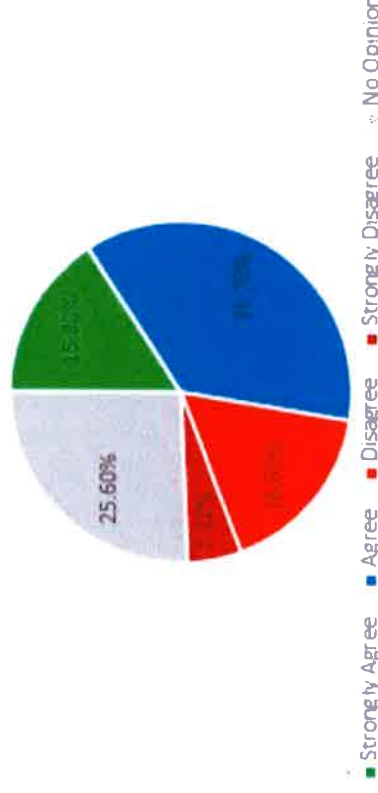


# Communication: Staff

I feel I can approach the building administrators with concerns, issues or ideas.



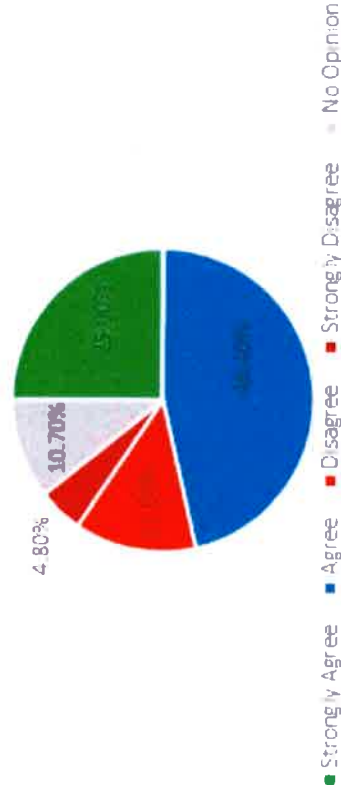
I feel I can approach the district administrators with concerns, issues or ideas.



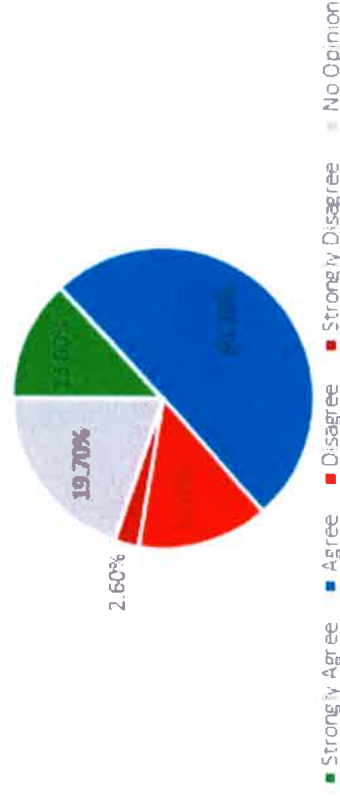
***As paras we are left out of the loop. We are often unaware of things going on in the building. - Staff***

# Communication: Staff

Building administration communicates well and informs staff of expectations, new developments, ideas, and issues.



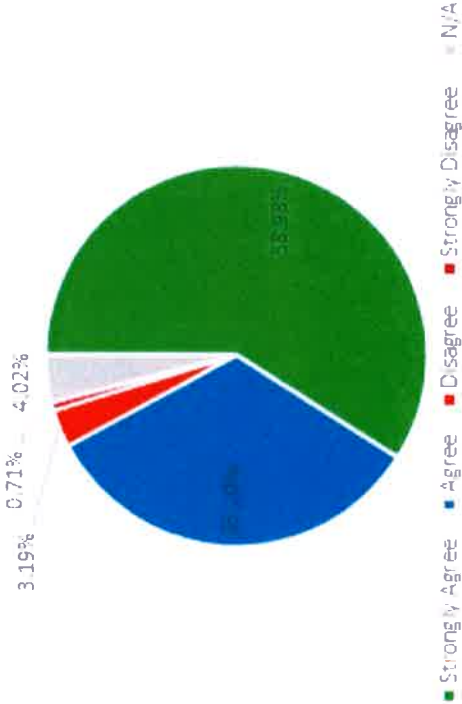
District administration communicates well and informs staff of expectations, new developments, ideas, and issues.



***Increased communication at the building level and from the district would be appreciated. - Staff***

# Communication: Parents

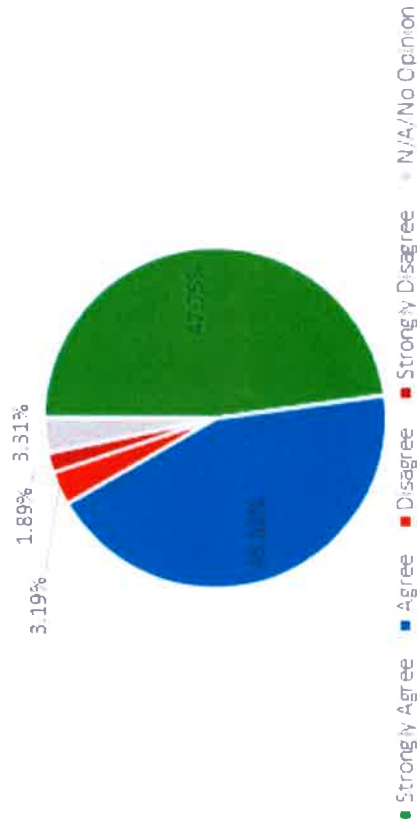
I feel comfortable talking to my child's teachers.



Teachers kept communication open and was always so easy to talk to if there was ever a concern or problem -

Parent

I am kept up to date about school events and activities.

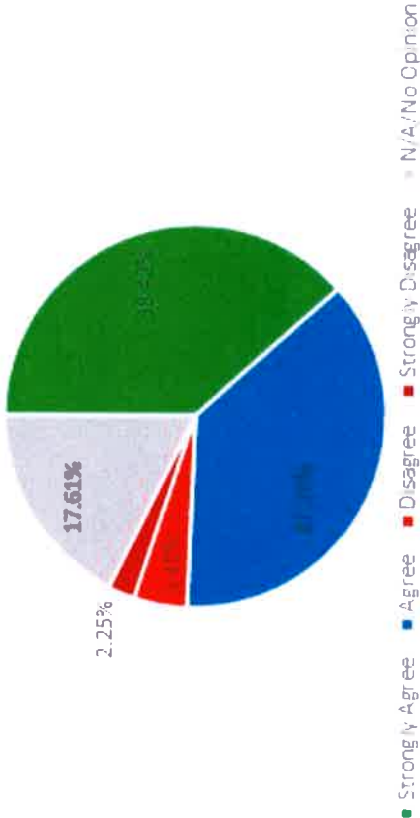


I am unable to find current information (on the website) regarding school and district current events. -

Parent

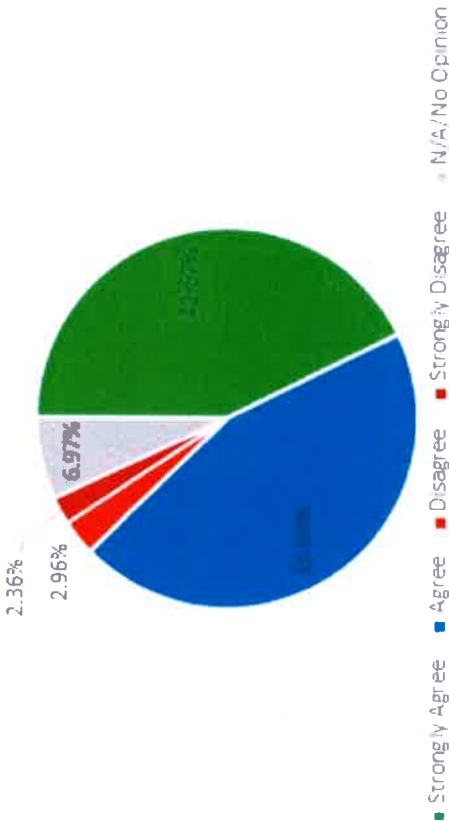
# Communication: Parents

At my child's school, parental input is welcome.



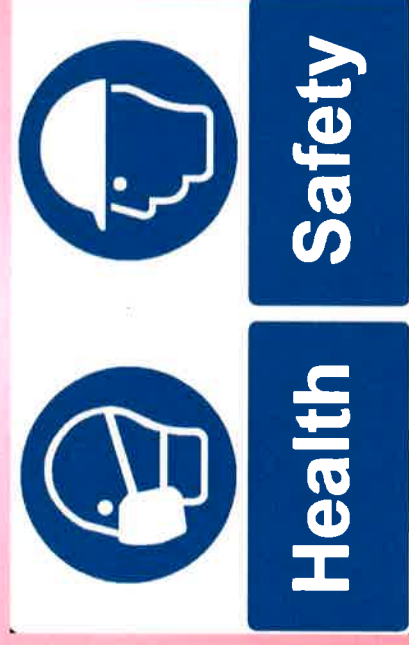
**Town halls and surveys like this one may offer school administrators and teachers opportunities to learn. - Staff**

Home and school communication is encouraged.



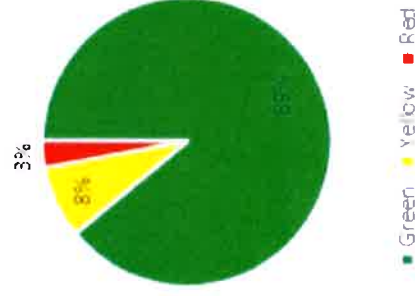
**The principal and vice principal have my son's best interest at heart and are receptive to parental feedback. - Parent**

# Safety

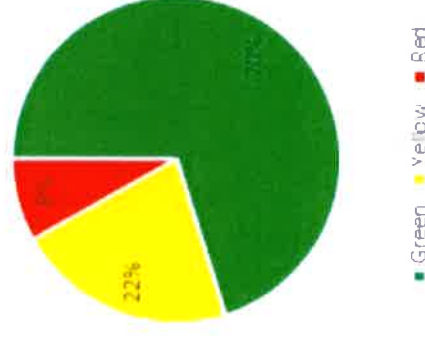


# Safety: Early Elementary

This is how safe I feel in the classroom in school  
or in my remote classroom:



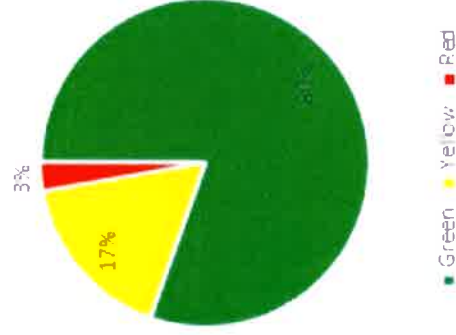
This is how safe I feel in the bathroom:



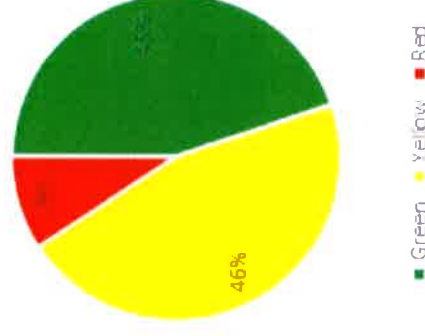


# Safety: Upper Elementary

In this school, I feel safe.

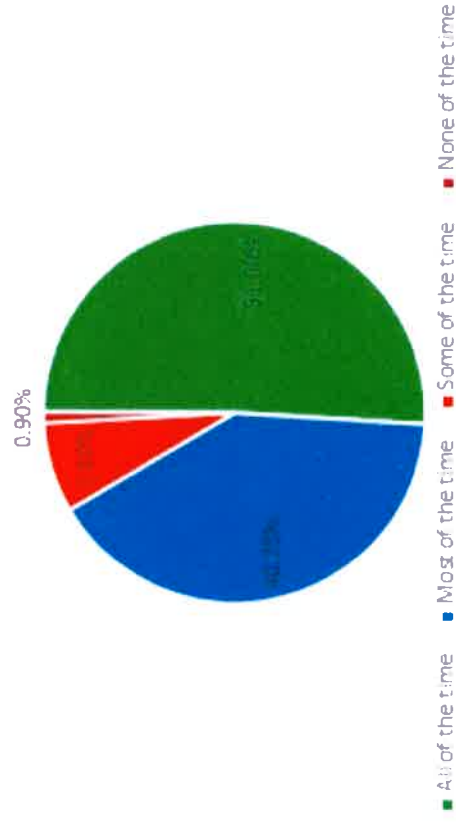


This is how safe I feel in the bathroom:

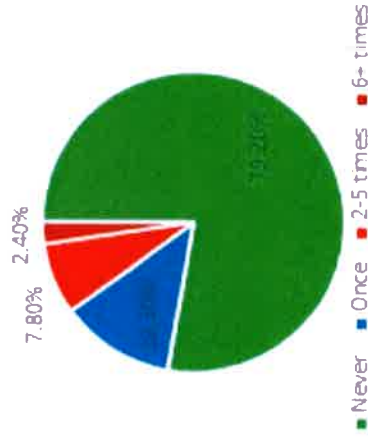


# Safety: Secondary

I feel physically safe at school.

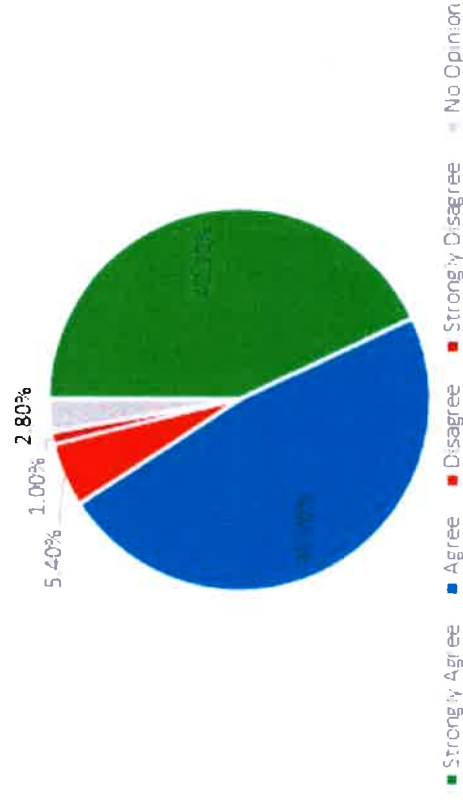


I have been the target of hurtful communications by peers at my school this school year through social media.



# Safety: Staff

My building is safe and secure.

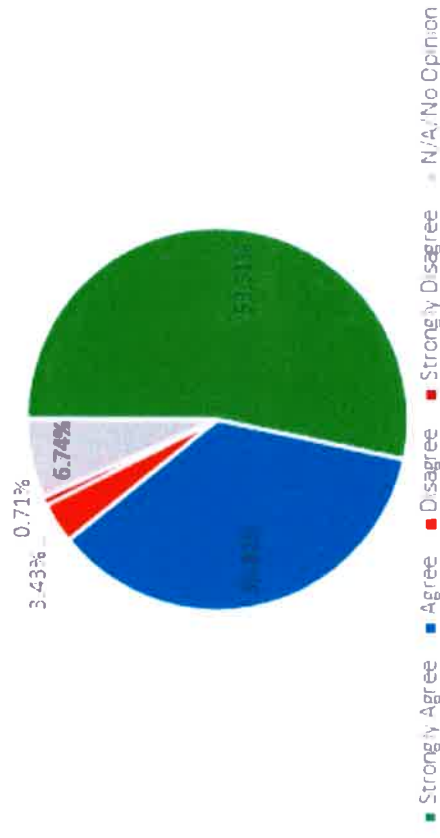


**Administration, health services,, and custodial staff did an exceptional job keeping us as safe as possible! - Staff**

**I feel grateful to have been at a school that really honored the safety and health of our students and staff this year. - Staff**

## Safety: Parents

The school is a safe and secure place for my child.



***The staff should be commended for their efforts in providing a safe, living learning environment for their students.***  
- Parent

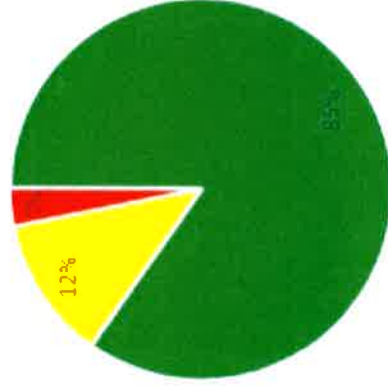
***There needs to be better consequences for repeated bullying.*** - Parent

# Belonging



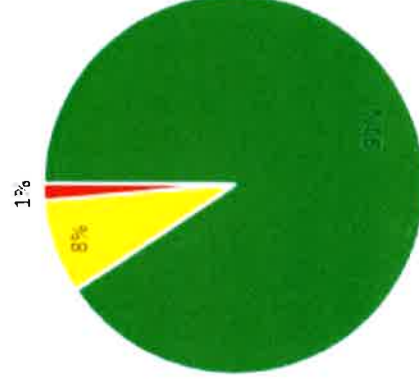
# Belonging: Early Elementary

This is how I feel about my school:



■ I like it, ■ It's ok, ■ I don't like it.

The adults in this school care about me:

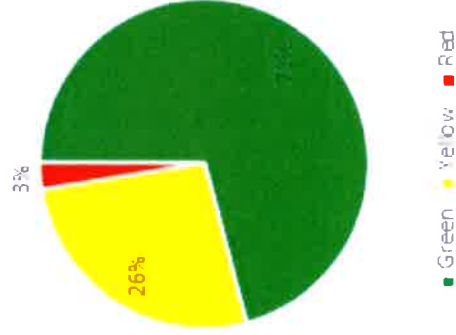


■ A lot, ■ Ok, ■ Not very much.

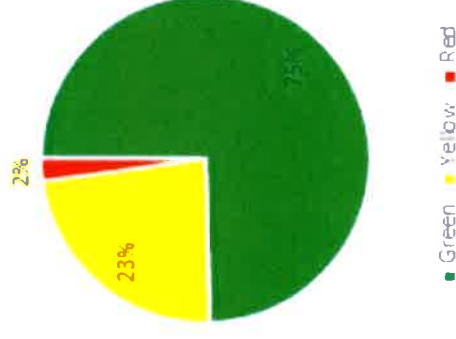


# Belonging: Upper Elementary

This is how I feel about my school:

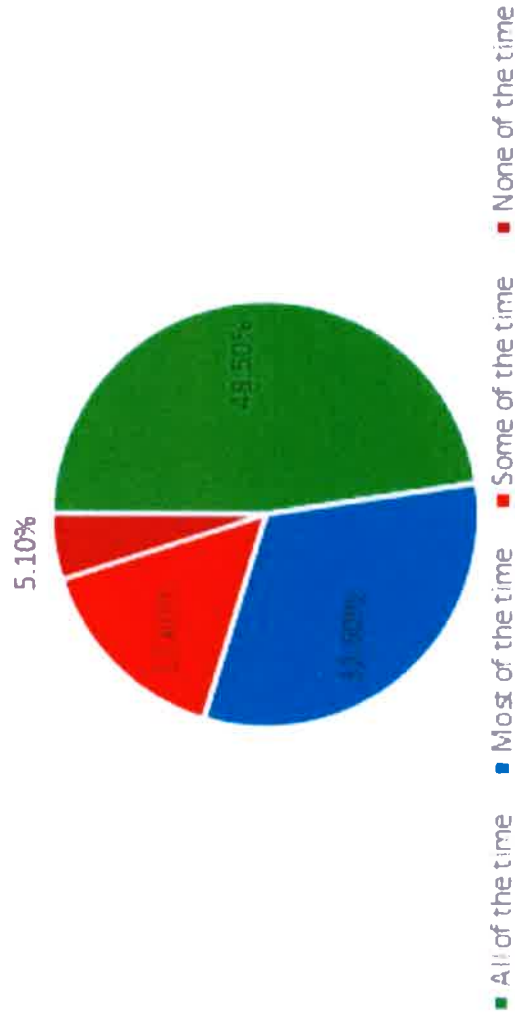


The adults in this school care about me:



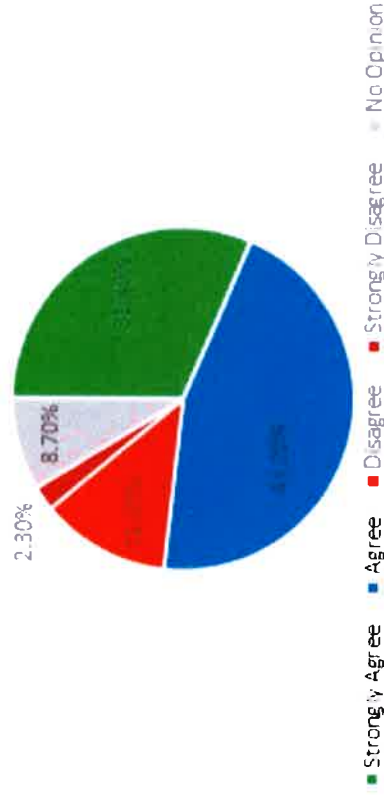
## Belonging: Secondary

I feel there are trusted adults in the school who I can go to/talk to for help.



# Belonging: Staff

At my building I feel I am a part of a school community.



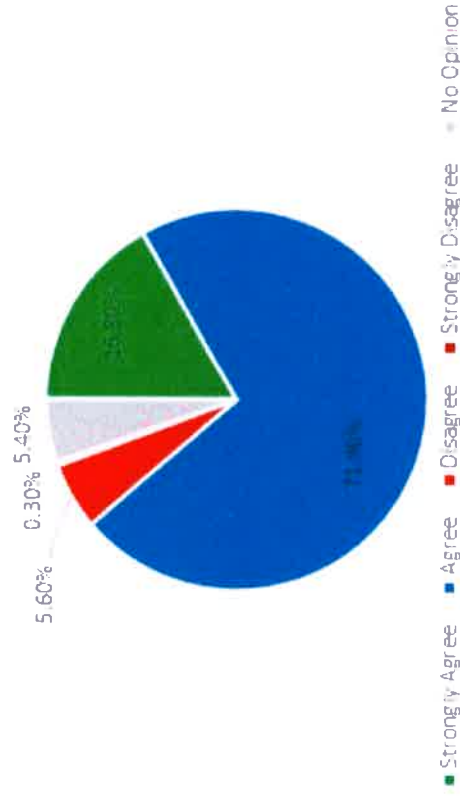
**Our building administrators have gone above and beyond this year to support staff, students and their families. They should be commended for their actions. - Staff**

***I have been trying to create a sense of community, but it is hard. - Staff***

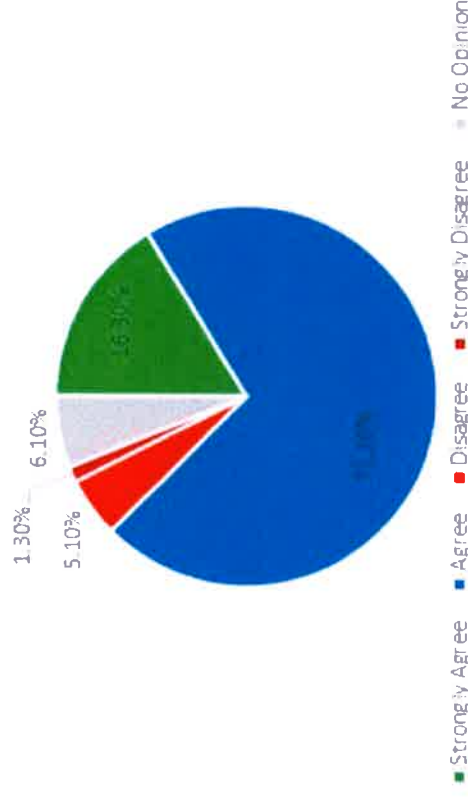
***A little patience, understanding and recognition every now and then would be appreciated - Staff***

# Belonging: Staff

Students generally treat each other with respect.



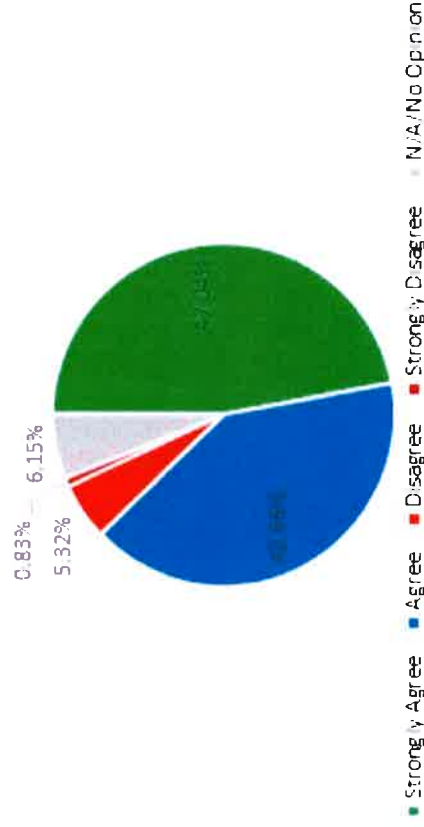
Students generally treat adults with respect.



***Culture, climate and morale should be a priority - Staff***

# Belonging: Parents

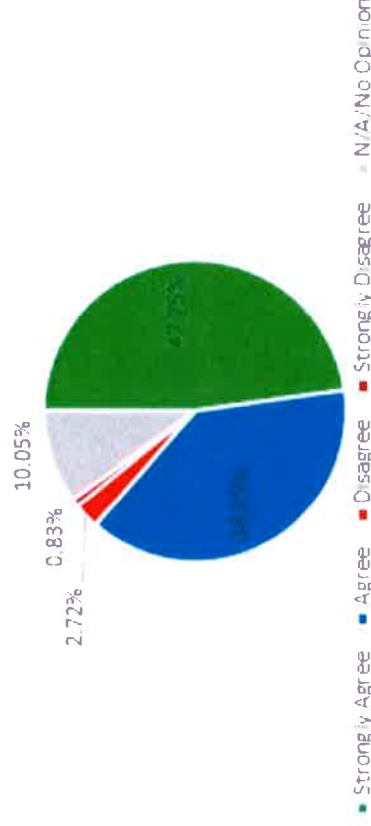
My child likes to come to school each day either in-person or remotely.



***They have created an environment in which my child wants to go to school. Every teacher he had from K-5 grade has been exceptional in providing a warm and fun atmosphere the has kids excited to learn and be at school. - Parent***

***School has been amazing working together with me and my daughter to help her work through her medical issues and stay on track academically. - Parent***

***There is an adult (administrator, teacher, staff) at my child's school that my child can talk to if he/she has a problem.***

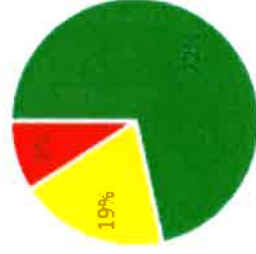


***The school should promote more extra curricular activities such as Science fairs, Spelling bees, elocution, to name a few. - Parent***

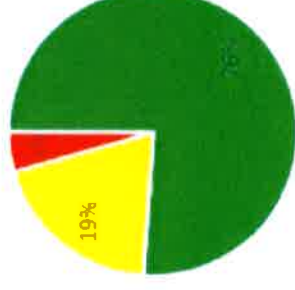
# Respect and Diversity

# Respect and Diversity: Early Elementary

How often does this happen to you during the day? Another child says something that hurts my feelings.



How often do you say something kind to someone?



■ Green ■ Yellow ■ Red

■ Green ■ Yellow ■ Red

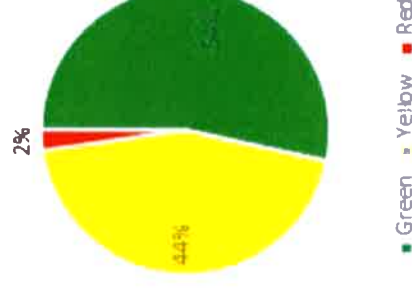


# Respect and Diversity: Upper Elementary

How often does this happen to you during the day? Another child says something that hurts my feelings.

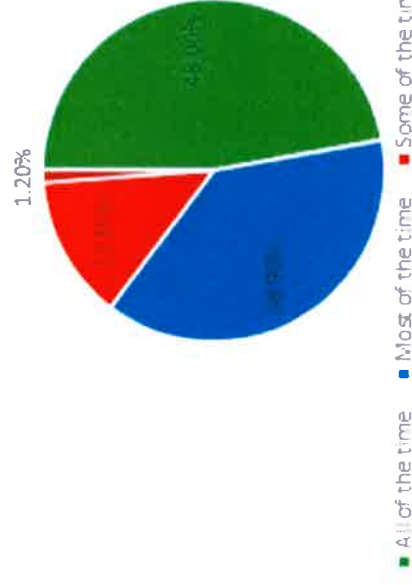


How often do you say something kind to someone?

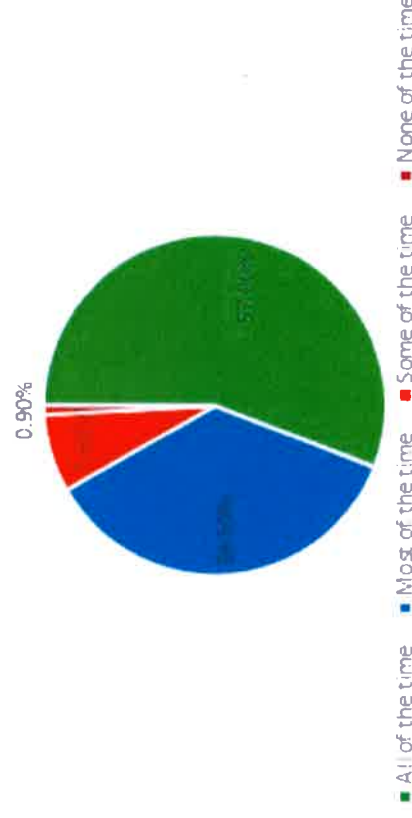


# Respect and Diversity: Secondary

I feel my peers treat me respectfully in this school.

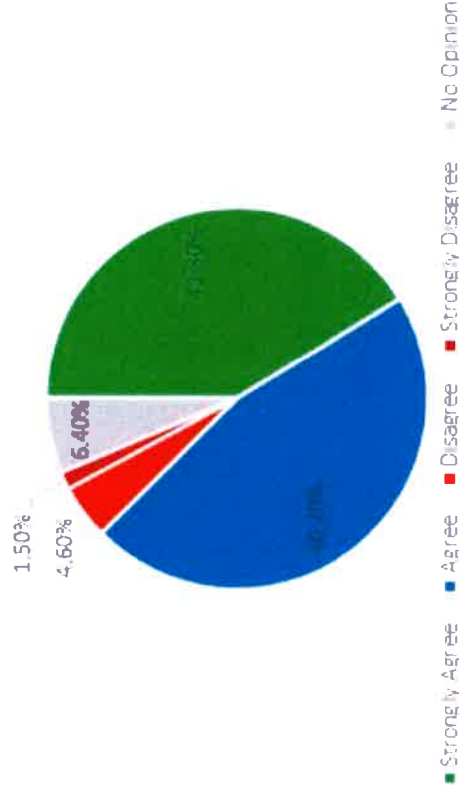


I feel the adults interact with me in a respectful manner in this school.



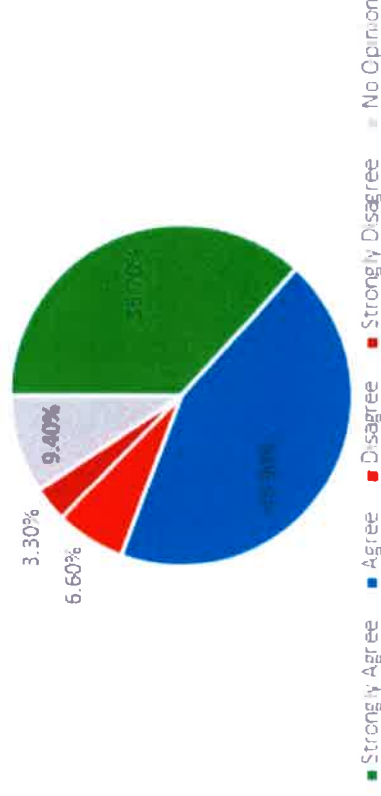
# Respect and Diversity: Staff

I work with people who treat me with respect.



***I think GPS is a special community of people passionate about children's education, social emotional health and well being. I am Groton Proud! - Staff***

Administrators foster a respectful climate and culture.

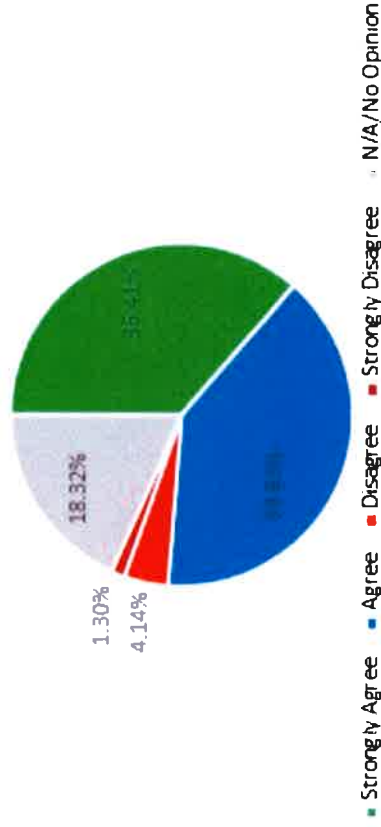


***We need equity and anti-racism training and continue to have heavy, ongoing, training in these areas or else this district will not thrive as it should. - Staff***

# Respect and Diversity: Parents

*Students should be taught good manners and right conduct and apply strict discipline about bullying discrimination and racism.* - Parent

My student feels his or her differences are respected by others.



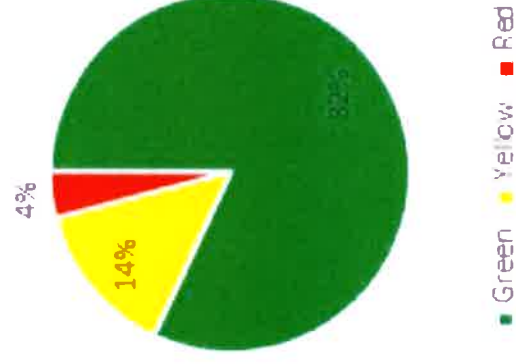
*Teachers, Families, and students have worked together to support the Educational process in a positive way so that all students can be successful.* - Parent

*There should be more diversity lessons at every grade level.* - Parent

# Transportation

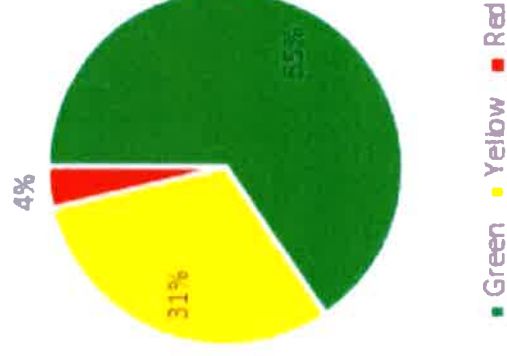
# Transportation: Early Elementary

This is how safe I feel on my trip to and from school:



# Transportation: Upper Elementary

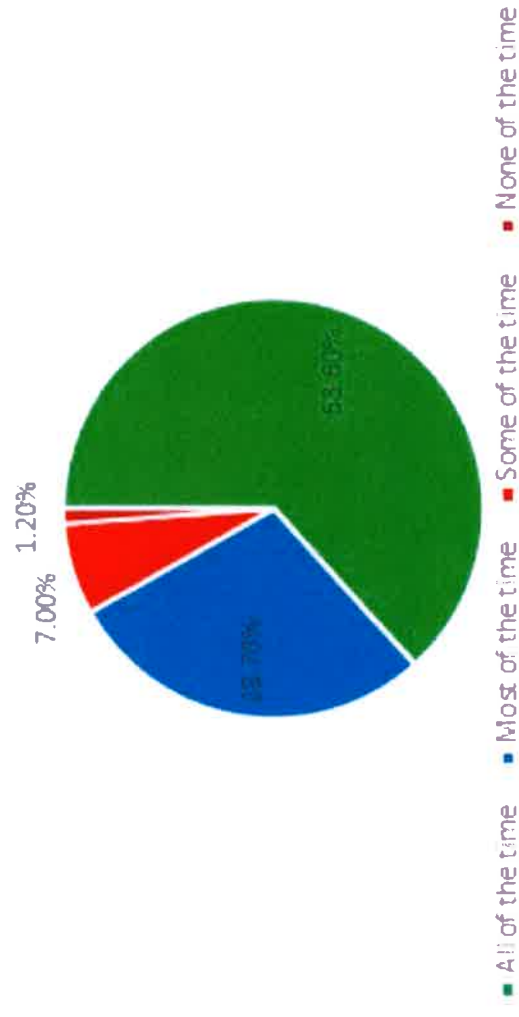
This is how safe I feel on my trip to and from school:





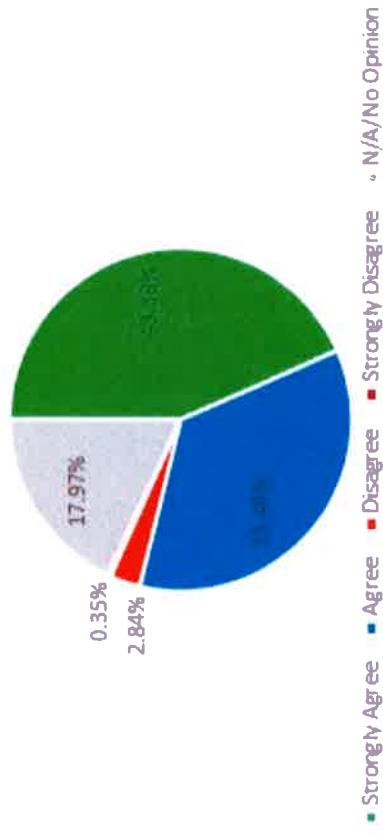
## Transportation: Secondary

I feel my trip to and from school is a positive/safe experience.



# Transportation: Parents

My child's trip to and from school is a positive experience.



# TAKEAWAYS

- Communication will remain a priority
  - In buildings
  - District-wide to parents and families
  - Improvements sought between district and buildings
- Safety will remain a priority
  - Back to in-person learning
  - Move forward with SEL and Pupil Personnel Services for kids
  - Improvements sought in improving feeling of safety in non-supervised areas (i.e. bathrooms/hallways)
  - Improvements sought in student/family knowledge of proper social media presence
-

# TAKEAWAYS

- **Building a sense of community will remain a priority**
  - Continuing town halls and surveys to gain valuable input and feedback
  - Improvements sought in making all groups (parents/students/staff) more a part of the school community
- **Diversity, Equity and Inclusion will remain a priority**
  - Improvements sought in making all students feel safe and welcome others and embrace differences
  - Continued training for staff on creating culturally responsive classrooms
  - Positive school cultures set the tone
- **Transportation safety will remain a priority**
  - Overall, parents and students feel safe going to and from school
  - Monitoring our 2-tiered busing system will be a priority w/feedback from students and families

## Groton Public Schools

Date prep:		FY22 Budget Summary Review							
8/19/21 8:51 AM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 08/19/2021	Under/(Over)
<b>Salaries</b>									
1 Administrators	105-109	4,761,290	713,371	4,117,913	4,831,284	(69,994)	(1.5%)	4,761,314	(24)
2 Teachers	101-104,123-127,151-152	35,196,226	89,745	193,719	283,464	34,912,762	99.2%	35,196,226	0
3 Non-Cert Aides	110-111,130-131,136,139	3,618,042	36,769	0	36,769	3,581,273	99.0%	3,618,042	0
4 Substitute - Cert & Non-Cert	120-121	996,774	5,245	0	5,245	991,529	99.5%	995,662	1,112
5 Clerical	112-114,132-134,144	1,893,198	198,145	60,576	258,721	1,634,477	86.3%	1,893,198	0
6 Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,549,251	399,016	259,176	658,192	2,891,059	81.5%	3,549,251	0
7 Campus Security/Supervision	128	149,542	4,039	0	4,039	145,503	97.3%	149,542	0
8 <b>Total Salaries</b>	<b>100</b>	<b>50,164,323</b>	<b>1,446,329</b>	<b>4,631,384</b>	<b>6,077,714</b>	<b>44,086,609</b>	<b>87.9%</b>	<b>50,163,235</b>	<b>1,088</b>
<b>Benefits</b>									
9 Health Insurance	201-202	7,059,237	1,082,251	0	1,082,251	5,976,986	84.7%	7,059,237	0
10 Workers Comp & Town Pension	211,213	952,114	0	0	0	952,114	100.0%	952,114	0
11 Social Security & Medicare	212,214	1,456,229	150,348	0	150,348	1,305,881	89.7%	1,457,048	(819)
12 Other Benefits	222-227	152,500	34,935	0	34,935	117,565	77.1%	152,775	(275)
13 <b>Total Benefits</b>	<b>200</b>	<b>9,620,080</b>	<b>1,267,534</b>	<b>0</b>	<b>1,267,534</b>	<b>8,352,546</b>	<b>86.8%</b>	<b>9,621,174</b>	<b>(1,094)</b>
<b>Purchased Services</b>									
14 Instructional Services	321-324	170,099	639	630	1,269	168,830	99.3%	170,723	(624)
15 Professional Services	331	254,739	157,086	22,830	179,916	74,823	29.4%	255,079	(340)
16 Other Prof Services	332	608,971	9,600	12,549	22,149	586,822	96.4%	608,971	0
17 OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	0
18 Legal	334	70,350	0	0	0	70,350	100.0%	70,350	0
19 Athletic Officials & Other Athletic Serv	341-342	75,350	0	0	0	75,350	100.0%	75,350	0
20 Computer Network Services	343	148,773	9,563	89,994	99,557	49,216	33.1%	148,773	0
21 <b>Total Purchased Services</b>	<b>300</b>	<b>1,999,627</b>	<b>179,093</b>	<b>136,605</b>	<b>315,699</b>	<b>1,683,928</b>	<b>84.2%</b>	<b>2,000,591</b>	<b>(964)</b>
<b>Property Services</b>									
22 Water & Sewer	410-411	99,801	1,473	0	1,473	98,328	98.5%	99,801	0
23 Trash & Snow Removal	421-422	136,600	5,272	84,949	90,221	46,379	34.0%	140,221	(3,621)
24 Repair/Maintenance	430-435,490-491,499	479,183	117,416	43,550	160,966	318,217	66.4%	477,856	1,327
25 Rental	441	132,605	7,252	17,232	24,483	108,122	81.5%	132,605	0
26 <b>Total Property Services</b>	<b>400</b>	<b>848,189</b>	<b>131,412</b>	<b>145,732</b>	<b>277,143</b>	<b>571,046</b>	<b>67.3%</b>	<b>850,483</b>	<b>(2,294)</b>
<b>Transportation, Insurance, Communications, Tuition</b>									
27 Transportation: Schools	510-513	5,211,674	186,863	0	186,863	5,024,811	96.4%	5,211,674	0
28 Transportation: Student Activities	587-596	194,418	0	140	140	194,278	99.9%	194,418	0
29 Transportation: Staff	580-584	116,920	3,615	0	3,615	113,305	96.9%	116,230	690
30 Insurance	522,525	340,321	14,410	0	14,410	325,911	95.8%	340,321	0
31 Communications	530-552	134,317	20,389	3,943	24,332	109,985	81.9%	134,324	(7)
32 Tuition: Special Education	561-563,568	4,481,290	1,593	0	1,593	4,479,698	100.0%	4,481,290	0
33 Tuition: Other	564-567	1,250,859	207,000	0	207,000	1,043,859	83.5%	1,247,859	3,000
34 <b>Total Trans, Ins, Comm, Tuition</b>	<b>500</b>	<b>11,729,799</b>	<b>433,870</b>	<b>4,083</b>	<b>437,952</b>	<b>11,291,847</b>	<b>96.3%</b>	<b>11,726,116</b>	<b>3,683</b>
<b>Supplies</b>									
35 Instructional Supplies	601-609,613-619,622-623,628	459,950	7,715	38,182	45,898	414,052	90.0%	459,059	891
36 Computer Supplies	610-612	288,106	315,656	72,864	388,520	(100,414)	(34.9%)	290,064	(1,958)
37 Electricity & Heating	631-633	1,461,070	124,521	25,402	149,923	1,311,147	89.7%	1,461,070	0
38 Transportation Supplies	634,656	170,435	9,996	1,521	11,518	158,917	93.2%	170,435	0
39 Textbooks & Library Books	640-642,645,647	106,175	0	9,266	9,266	96,909	91.3%	109,931	(3,756)
40 Facility/Maintenance Supplies	650,652-655,657,659	336,810	37,853	14,177	52,030	284,780	84.6%	336,010	800
41 Other Supplies (staff dev, PPE, etc)	621,624-627,690	87,490	1,741	5,296	7,037	80,453	92.0%	87,214	276
42 <b>Total Supplies</b>	<b>600</b>	<b>2,910,036</b>	<b>497,483</b>	<b>166,709</b>	<b>664,191</b>	<b>2,245,845</b>	<b>77.2%</b>	<b>2,913,783</b>	<b>(3,747)</b>
<b>Equipment</b>									
43 Instructional Equipment	730,735	67,201	0	306	306	66,895	99.5%	47,603	19,598
44 Non-Instructional Equip	731,736	10,000	1,653	12,877	14,530	(4,530)	(45.3%)	24,450	(14,450)
45 <b>Total Equipment</b>	<b>700</b>	<b>77,201</b>	<b>1,653</b>	<b>13,182</b>	<b>14,835</b>	<b>62,366</b>	<b>80.8%</b>	<b>72,053</b>	<b>5,148</b>
46 <b>Total Dues &amp; Fees</b>	<b>800</b>	<b>88,835</b>	<b>38,099</b>	<b>1,020</b>	<b>39,119</b>	<b>49,716</b>	<b>56.0%</b>	<b>89,111</b>	<b>(276)</b>
47 <b>GRAND TOTAL</b>		<b>77,438,090</b>	<b>3,995,472</b>	<b>5,098,715</b>	<b>9,094,187</b>	<b>68,343,903</b>	<b>88.3%</b>	<b>77,436,546</b>	<b>1,544</b>

**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
8/19/21 8:51 AM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 08/19/2021	Under/(Over)
<b>Salaries</b>									
<b>Administrators</b>									
48 Administrators	105	1,143,399	172,547	1,033,447	1,205,994	(62,595)	(5.5%)	1,143,399	-
49 Principals	106	1,127,065	170,633	938,479	1,109,112	17,953	1.6%	1,127,065	-
50 Asst. Principals/Sp.Ed. Supv	107	2,191,406	337,842	1,868,889	2,208,731	(15,325)	(0.7%)	2,191,430	(24)
51 6-12 Curriculum Coordinators	108	171,203	26,339	144,864	171,203	(0)	(0.0%)	171,203	(0)
52 Athletic Director	109	128,217	6,011	132,233	138,243	(10,026)	(7.8%)	128,217	-
53		4,761,290	713,371	4,117,913	4,831,284	(69,994)	(1.5%)	4,761,314	(24)
<b>Teachers</b>									
54 Classroom Teachers	101 & 151	24,783,163	20,335	144,864	165,199	24,617,964	99.3%	24,783,163	-
55 Sp.Ed Certified	102	7,704,186	4,689	48,855	53,545	7,650,641	99.3%	7,704,186	-
56 Media Specialist	103	689,386	0	0	0	689,386	100.0%	689,386	-
57 Guidance	104	1,128,246	78	0	78	1,128,168	100.0%	1,128,246	-
58 Adult Ed	124	40,903	0	0	0	40,903	100.0%	40,903	-
59 Tutors	125 & 152	423,247	3,000	0	3,000	420,247	99.3%	423,247	-
60 Coach Stipends	126	347,709	0	0	0	347,709	100.0%	347,709	-
61 Other Student Activities	127	79,386	0	0	0	79,386	100.0%	79,386	-
62		35,196,226	89,745	193,719	283,464	34,912,762	99.2%	35,196,226	0
<b>Non-Cert Aides</b>									
63 Reg.Ed Aides - Kindergarten	110 & 130	412,952	136	0	136	412,816	100.0%	412,952	-
64 Sp.Ed Aides - Para I & Para II	111 & 131	2,782,766	828	0	828	2,781,938	100.0%	2,782,766	-
65 School Bus Aides	136	410,004	31,456	0	31,456	378,548	92.3%	410,004	-
66 Other Aides	139	12,320	4,349	0	4,349	7,972	64.7%	12,320	-
67		3,618,042	36,769	0	36,769	3,581,273	99.0%	3,618,042	0
<b>Substitute</b>									
68 Substitute Sp.Ed Certified	121	84,011	0	0	0	84,011	100.0%	78,766	5,245
69 Substitute Reg.Ed Certified	120	912,763	5,245	0	5,245	907,518	99.4%	916,896	(4,133)
70		996,774	5,245	0	5,245	991,529	99.5%	995,662	1,112
<b>Clerical</b>									
71 Clerical	112*113*114*132*133*134*143*144	1,893,198	198,145	60,576	258,721	1,634,477	86.3%	1,893,198	0
<b>Custodial/Maintenance/Techs</b>									
72 Custodial	117 & 137	1,887,198	192,625	63,385	256,010	1,631,188	86.4%	1,887,198	-
73 Maintenance	118 & 138	835,584	94,947	64,113	159,060	676,524	81.0%	835,584	-
74 Custodial/Maintenance Overtime	147 & 148	106,500	3,291	0	3,291	103,209	96.9%	106,500	-
75 Technicians	129 & 149	719,969	108,153	131,678	239,832	480,137	66.7%	719,969	-
76		3,549,251	399,016	259,176	658,192	2,891,059	81.5%	3,549,251	0
<b>Security</b>									
77 Security/Supervision	128	149,542	4,039	0	4,039	145,503	97.3%	149,542	-
78 Total Salaries		50,164,323	1,446,329	4,631,384	6,077,714	44,086,609	87.9%	50,163,235	1,088
<b>Benefits</b>									
<b>Health Insurance</b>									
79 Group Ins. Prof	201	5,649,546	1,002,123	0	1,002,123	4,647,423	82.3%	5,649,546	-
80 Group Ins. Other	202	1,409,691	80,128	0	80,128	1,329,563	94.3%	1,409,691	-
81		7,059,237	1,082,251	0	1,082,251	5,976,986	84.7%	7,059,237	0
<b>Workers Comp &amp; Town Pension</b>									
82 Worker's Compensation	211	431,614	0	0	0	431,614	100.0%	431,614	-
83 Town Pension	213	520,500	0	0	0	520,500	100.0%	520,500	-
84		952,114	0	0	0	952,114	100.0%	952,114	0
<b>Social Security &amp; Medicare</b>									
85 Social Security	212	727,779	56,793	0	56,793	670,986	92.2%	729,665	(1,886)
86 Medicare	214	728,450	93,555	0	93,555	634,895	87.2%	727,383	1,067
87		1,456,229	150,348	0	150,348	1,305,881	89.7%	1,457,048	(819)
<b>Other Employee Benefits</b>									
88 Retirement Awards	222	0	13,272	0	13,272	(13,272)		13,272	(13,272)
89 Unemployment	223	50,000	0	0	0	50,000	100.0%	37,003	12,997
90 Tuition Reimb Certified	224	101,000	21,663	0	21,663	79,337	78.6%	101,000	-
92 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
93		152,500	34,935	0	34,935	117,565	77.1%	152,775	(275)
94 Total Benefits		9,620,080	1,267,534	0	1,267,534	8,352,546	86.8%	9,621,174	(1,094)



**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
8/19/21 8:51 AM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 08/19/2021	Under/(Over)
<b>Purchased Services</b>									
<b>Instructional Services</b>									
95 Instructional Services	321 & 323	117,599	0	630	630	116,969	99.5%	118,099	(500)
96 Instruct Improvement Services	322 & 324	52,500	639	0	639	51,861	98.8%	52,624	(124)
97		170,099	639	630	1,269	168,830	99.3%	170,723	(624)
<b>Professional Services</b>									
98 Professional Services	331	254,739	157,066	22,830	179,916	74,823	29.4%	255,079	(340)
99 Other Professional Services	332	608,971	9,600	12,549	22,149	586,822	96.4%	608,971	-
100 OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	-
101 Legal Services	334	70,350	0	0	0	70,350	100.0%	70,350	-
102		1,605,405	168,891	45,981	214,872	1,390,533	86.6%	1,605,745	(340)
<b>Athletic Officials &amp; Other Athletic Services</b>									
103 Athletic Officials	341	61,850	0	0	0	61,850	100.0%	61,850	-
104 Other Athletic Services	342	13,500	0	0	0	13,500	100.0%	13,500	-
105		75,350	0	0	0	75,350	100.0%	75,350	0
<b>Computer Network Services</b>									
106 Computer Network Services	343	148,773	9,563	89,994	99,557	49,216	33.1%	148,773	-
107 Total Purchased Services		1,999,627	179,093	136,605	315,699	1,683,928	84.2%	2,000,591	(964)
<b>Property Services</b>									
<b>Water/Sewer</b>									
108 Water	410	65,527	1,473	0	1,473	64,054	97.8%	65,527	-
109 Sewer	411	34,274	0	0	0	34,274	100.0%	34,274	-
110		99,801	1,473	0	1,473	98,328	98.5%	99,801	0
<b>Trash &amp; Snow Removal</b>									
111 Trash Removal	421	86,600	5,272	84,949	90,221	(3,621)	(4.2%)	90,221	(3,621)
112 Snow Removal	422	50,000	0	0	0	50,000	100.0%	50,000	-
113		136,600	5,272	84,949	90,221	46,379	34.0%	140,221	(3,621)
<b>Repair/Maintenance</b>									
114 Equipment Repairs	430	116,791	3,219	5,165	8,384	108,407	92.8%	116,791	-
115 Grounds Repairs	431	184,989	92,342	28,571	120,914	64,075	34.6%	184,989	-
116 General Bldg Repairs	432	30,066	0	0	0	30,066	100.0%	24,634	5,432
117 Painting	433	5,045	0	9,150	9,150	(4,105)	(81.4%)	9,150	(4,105)
118 Heat & Plumbing	434	50,947	10,407	0	10,407	40,541	79.6%	50,947	-
119 Electrical	435	9,479	297	664	961	8,518	89.9%	9,479	-
120 Extermination Services	490	11,363	1,379	0	1,379	9,984	87.9%	11,363	-
121 Bldg Fire Protection	491	46,357	6,082	0	6,082	40,275	86.9%	46,357	-
123 Other Purch Services	499	24,146	3,691	0	3,691	20,456	84.7%	24,146	-
124		479,183	117,416	43,550	160,966	318,217	66.4%	477,856	1,327
<b>Rental</b>									
125 Rental	441	132,605	7,252	17,232	24,483	108,122	81.5%	132,605	-
126 Total Property Services		848,189	131,412	145,732	277,143	571,046	67.3%	850,483	(2,294)
<b>Transportation, Insurance, Communications, Tuition</b>									
<b>Transportation: Schools</b>									
127 Reg.Ed Pupil Transportation	510 & 516	3,118,189	45,604	0	45,604	3,072,585	98.5%	3,118,189	0
128 Sp.Ed - Trans - STA	511	1,160,504	76,902	0	76,902	1,083,602	93.4%	1,160,504	(0)
129 Sp.Ed - Trans - Curtin	512	920,731	64,357	0	64,357	856,374	93.0%	920,731	-
130 Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
131		5,211,674	186,863	0	186,863	5,024,811	96.4%	5,211,674	0
<b>Transportation: Other</b>									
132 Transportation - Athletics	587	117,350	0	0	0	117,350	100.0%	117,350	-
133 Transportation - Field Trips	588	58,898	0	0	0	58,898	100.0%	58,758	140
134 Entry Fees - Athletics	591 & 592	12,100	0	140	140	11,960	98.8%	12,240	(140)
135 Admission Fees	595	6,070	0	0	0	6,070	100.0%	6,070	-
137		194,418	0	140	140	194,278	99.9%	194,418	0
<b>Transportation: Staff</b>									
138 Travel - Education	580 & 581	8,700	0	0	0	8,700	100.0%	8,700	-
139 Travel - Admin	582 & 583	29,100	3,615	0	3,615	25,485	87.6%	28,910	190
140 Travel - Conferences	584	79,120	0	0	0	79,120	100.0%	78,620	500
141		116,920	3,615	0	3,615	113,305	96.9%	116,230	690
<b>Liability &amp; Accident Insurance</b>									
142 Liability Insurance	522	325,149	0	0	0	325,149	100.0%	325,911	(762)
143 Accident Insurance	525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144		340,321	14,410	0	14,410	325,911	95.8%	340,321	0



**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
8/19/21 8:51 AM		FY22 Budget			FY22 Actual	Remaining		FY22 Estimate	
Account	Object #s	2021-2022	Expenditures	Encumbered	Total	Balance	%	08/19/2021	Under/(Over)
<b>Communications</b>									
145 Telephone, Telephone Repairs	530	67,925	12,206	0	12,206	55,719	82.0%	67,925	-
146 Postage	531	41,350	7,072	330	7,402	33,948	82.1%	41,357	(7)
147 Advertisement	540	5,000	0	2,025	2,025	2,975	59.5%	5,000	-
148 Minority Recruitment	541	5,000	0	0	0	5,000	100.0%	5,000	-
149 Printing Admin	550	11,542	1,111	1,188	2,299	9,243	80.1%	11,542	-
150 School Publications	551 & 552	3,500	0	400	400	3,100	88.6%	3,500	-
151		134,317	20,389	3,943	24,332	109,985	81.9%	134,324	(7)
<b>Tuition: Special Education</b>									
152 Sp.Ed Vocational	561	461,250	0	0	0	461,250	100.0%	461,250	-
153 Sp.Ed BoE Placements	562	2,557,392	0	0	0	2,557,392	100.0%	2,557,392	-
154 Sp.Ed State Placements	563	600,000	0	0	0	600,000	100.0%	600,000	-
155 Sp.Ed Magnet Choice	568	862,648	1,593	0	1,593	861,056	99.8%	862,648	-
156		4,481,290	1,593	0	1,593	4,479,698	100.0%	4,481,290	0
<b>Tuition: Other</b>									
157 Adult Ed	564	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
158 Magnet Tuition	566	945,337	0	0	0	945,337	100.0%	945,337	-
159 Vo Ag Reg.Ed Tuition	567	95,522	0	0	0	95,522	100.0%	95,522	-
160		1,250,859	207,000	0	207,000	1,043,859	83.5%	1,247,859	3,000
161 Total Transportation, Insurance, Communication, Tuition		11,729,799	433,870	4,083	437,952	11,291,847	96.3%	11,726,116	3,683
<b>Supplies</b>									
<b>Instructional Supplies</b>									
162 General Classroom	601	117,527	318	4,893	5,211	112,316	95.6%	116,804	723
163 Science	602	26,320	0	4,919	4,919	21,401	81.3%	26,320	-
164 Arts & Crafts	603	23,577	0	14,932	14,932	8,645	36.7%	23,676	(99)
165 Phys. Ed	604	13,540	0	766	766	12,774	94.3%	13,273	267
166 Music	605	22,700	1,021	965	1,985	20,715	91.3%	22,700	-
167 Kindergarten	606	5,600	442	0	442	5,158	92.1%	5,600	-
168 Pupil Tests	607	70,700	2,368	2,148	4,516	66,184	93.6%	70,700	-
169 Tech. Ed	609	7,500	0	0	0	7,500	100.0%	7,500	-
170 Home Ec Supplies	613	12,700	0	0	0	12,700	100.0%	12,700	-
171 Sp.Ed Supplies	615	56,000	2,957	4,041	6,998	49,002	87.5%	56,000	-
172 Athletic Supplies	616	52,554	0	4,804	4,804	47,750	90.9%	52,554	-
173 Math Supplies	617	11,082	0	715	715	10,367	93.5%	11,082	-
174 Health Supplies	618	2,400	0	0	0	2,400	100.0%	2,400	-
175 Other Supplies	619	3,000	0	0	0	3,000	100.0%	3,000	-
176 Health Serv Pathogen	622	6,500	253	0	253	6,247	96.1%	6,500	-
177 School Library Supplies	623	5,250	0	0	0	5,250	100.0%	5,250	-
178 Food, Drink, Snacks	628	23,000	358	0	358	22,643	98.4%	23,000	-
180		459,950	7,715	38,182	45,898	414,052	90.0%	459,059	891
<b>Computer Supplies</b>									
181 Computer Supplies	610 & 611	92,700	27	724	751	91,949	99.2%	92,700	-
182 Software	612	195,406	315,630	72,139	387,769	(192,363)	(98.4%)	197,364	(1,958)
183		288,106	315,656	72,864	388,520	(100,414)	(34.9%)	290,064	(1,958)
<b>Electricity &amp; Heating</b>									
184 Electricity	631	972,729	97,757	25,402	123,159	849,570	87.3%	972,729	-
185 Propane/Natural Gas	632	294,355	11,341	0	11,341	283,014	96.1%	294,355	-
186 Heating Oil	633	193,986	15,424	0	15,424	178,562	92.0%	193,986	-
187		1,461,070	124,521	25,402	149,923	1,311,147	89.7%	1,461,070	0
<b>Transportation Supplies</b>									
188 Diesel for School Buses	634	128,439	9,996	0	9,996	118,443	92.2%	128,439	-
189 Gas for Maintenance	656	41,996	0	1,521	1,521	40,475	96.4%	41,996	-
190		170,435	9,996	1,521	11,518	158,917	93.2%	170,435	0
<b>Textbooks &amp; Library Books</b>									
191 Textbooks	640	61,415	0	3,806	3,806	57,609	93.8%	65,171	(3,756)
192 Workbooks	641	19,410	0	5,256	5,256	14,154	72.9%	19,410	-
193 Textbook Rebind	642	950	0	0	0	950	100.0%	950	-
194 Library Books	645	21,700	0	0	0	21,700	100.0%	21,700	-
195 Periodicals	647	2,700	0	205	205	2,495	92.4%	2,700	-
196		106,175	0	9,266	9,266	96,909	91.3%	109,931	(3,756)

**Groton Public Schools**

Date prep:		FY22 Budget Summary Review							
8/19/21 8:51 AM		FY22 Budget			FY22 Actual	Remaining		FY22 Estimate	
Account	Object #s	2021-2022	Expenditures	Encumbered	Total	Balance	%	08/19/2021	Under/(Over)
<b>Facility/Maintenance Supplies</b>									
197 Equipment Repair	650	28,503	1,718	444	2,162	26,341	92.4%	28,503	-
198 Grounds Supplies	651	18,862	0	0	0	18,862	100.0%	18,862	-
199 General Bldg Repair	652	65,101	4,573	5,474	10,047	55,054	84.6%	65,101	-
200 Painting	653	2,500	1,945	0	1,945	555	22.2%	2,500	-
201 Heat & Plumbing	654	34,057	3,807	6,178	9,985	24,072	70.7%	34,057	-
202 Electrical	655	30,250	5,280	83	5,362	24,888	82.3%	30,250	-
203 Safety Supplies	657 & 659	13,555	4,200	1,998	6,198	7,357	54.3%	12,755	800
204 Custodial Supplies	658	143,982	16,330	0	16,330	127,652	88.7%	143,982	-
205		336,810	37,853	14,177	52,030	284,780	84.6%	336,010	800
<b>Other Supplies</b>									
206 Sup Serv Guid Imp Ins	621	24,400	564	4,589	5,153	19,247	78.9%	24,400	-
207 Audio Visual	624 & 625	7,502	665	14	680	6,822	90.9%	7,502	-
208 General Admin Supplies	626	13,110	251	457	709	12,401	94.6%	13,110	-
209 School Admin Supplies	627	15,800	130	0	130	15,670	99.2%	15,800	-
210 Professional Materials	690	26,678	130	235	365	26,313	98.6%	26,402	276
212		87,490	1,741	5,296	7,037	80,453	92.0%	87,214	276
213 Total Supplies		2,910,036	497,483	166,709	664,191	2,245,845	77.2%	2,913,783	(3,747)
<b>Equipment</b>									
<b>Instructional Equipment</b>									
214 Replace Instr Equip	730	12,730	0	0	0	12,730	100.0%	12,730	-
215 Add Instr Equipment	735	54,471	0	306	306	54,165	99.4%	34,873	19,598
216		67,201	0	306	306	66,895	99.5%	47,603	19,598
<b>Non-Instructional Equipment</b>									
217 Replace Non-Instr Equipment	731	10,000	0	0	0	10,000	100.0%	10,000	-
218 Add Non-Instr Equipment	736	0	1,653	12,877	14,530	(14,530)		14,450	(14,450)
219		10,000	1,653	12,877	14,530	(4,530)	(45.3%)	24,450	(14,450)
220 Total Equipment		77,201	1,653	13,182	14,835	62,366	80.8%	72,053	5,148
<b>Dues - Fees</b>									
<b>Dues/Fees</b>									
221 Dues BoE	810	25,541	21,088	0	21,088	4,453	17.4%	25,541	-
222 General Admin Dues	811	15,650	11,426	0	11,426	4,224	27.0%	15,926	(276)
223 School Admin Dues	812	43,669	5,585	1,020	6,605	37,064	84.9%	43,669	-
224 Other Dues	819	3,975	0	0	0	3,975	100.0%	3,975	-
225 Total Dues/Fees		88,835	38,099	1,020	39,119	49,716	56.0%	89,111	(276)
226 Grand Total		77,438,090	3,995,472	5,098,715	9,094,187	68,343,903	88.3%	77,436,546	1,544

**Groton Public Schools**  
FY22 Budget Summary Review  
Summary at Program Level III

		FY22			FY22			08192021	
Function No.	Description	Budget	Expended	Encumbered	Total	Remaining		FY22	Under/ (Over)
		2021-2022	2021-2022	2021-2022	2021-2022	Balance	%	Estimated 2021-2022	
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,269,421	135,991	11,245	147,236	13,122,185	98.9%	13,268,644	777
1102	FUNCTION-1102 ART	670,468	6,867	14,932	21,799	648,669	96.7%	670,567	(99)
1104	FUNCTION-1104 LANGUAGE ARTS	2,310,517	23,746	49,501	73,247	2,237,270	96.8%	2,310,517	-
1105	FUNCTION-1105 WORLD LANGUAGES	1,378,697	13,359	0	13,359	1,365,338	99.0%	1,378,697	-
1106	FUNCTION-1106 CONSUMER SCIENCE	149,479	1,283	0	1,283	148,196	99.1%	149,479	-
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	636,478	6,911	0	6,911	629,567	98.9%	636,478	-
1108	FUNCTION-1108 MATHEMATICS	2,151,284	20,466	52,727	73,193	2,078,091	96.6%	2,151,285	(1)
1109	FUNCTION-1109 MUSIC	731,431	5,087	2,410	7,497	723,934	99.0%	731,431	-
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,174,615	12,757	1,163	13,920	1,160,695	98.8%	1,174,615	(0)
1111	FUNCTION-1111 SCIENCE	2,249,495	25,989	4,919	30,907	2,218,588	98.6%	2,249,495	-
1112	FUNCTION-1112 SOCIAL STUDIES	1,821,305	16,736	48,654	65,390	1,755,915	96.4%	1,821,305	-
1114	FUNCTION-1114 HEALTH EDUCATION	220,609	1,163	306	1,469	219,140	99.3%	220,609	-
1116	FUNCTION-1116 CO-OPERATIVE WORK EXPERIENCE	0	34	0	34	(34)	0.0%	-	-
1117	FUNCTION-1117 INTERN. BACCALAUREATE	67,250	0	0	0	67,250	100.0%	67,250	-
1118	FUNCTION-1118 IB - CAREERS-RELATED PROGRAM	18,179	0	0	0	18,179	100.0%	18,179	-
1119	FUNCTION-1119 UNCLASSIFIED	1,371,266	184,400	2,434	186,835	1,184,431	86.4%	1,371,167	99
1121	FUNCTION-1121 BUSINESS EDUCATION	332,696	4,341	0	4,341	328,355	98.7%	332,696	-
1124	FUNCTION-1124 HEALTH OCCUPATIONS	71,898	1,667	0	1,667	70,231	97.7%	71,898	-
1260	FUNCTION-1260 ENRICHMENT	38,724	0	0	0	38,724	100.0%	38,724	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	2,914,729	22,136	0	22,136	2,892,593	99.2%	2,914,729	-
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVICES	1,097,479	33,542	205	33,747	1,063,732	96.9%	1,097,479	-
Total Regular Instruction		32,699,370	593,216	188,680	781,896	31,917,474	97.6%	32,698,594	776
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,235,951	12,250	0	12,250	1,223,701	99.0%	1,235,950	1
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	20,290	-
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTION	792,073	2,273	0	2,273	789,800	99.7%	792,073	-
1230	FUNCTION-1230 SPECIAL EDUCATION	8,176,457	76,933	53,141	130,074	8,046,383	98.4%	8,176,457	-
1250	FUNCTION-1250 BLIND	26,599	0	0	0	26,599	100.0%	26,599	-
1280	FUNCTION-1280 HEARING IMPAIRED	107,224	224	540	764	106,460	99.3%	107,224	-
Total Special Instruction		10,358,594	91,679	53,681	145,360	10,213,234	98.6%	10,358,593	1
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	84,133	0	0	0	84,133	100.0%	84,133	-
1320	FUNCTION-1320 ADULT EDUCATION	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
Total Continuing Education		294,133	207,000	0	207,000	87,133	29.6%	291,133	3,000
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	810,389	20,534	137,437	157,971	652,418	80.5%	809,627	762
TOTAL INSTRUCTION		44,162,486	912,430	379,798	1,292,228	42,870,258	97.1%	44,157,947	4,539
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CONSULTANTS	878,367	128,291	530,354	658,645	219,722	25.0%	878,392	(25)
2110	FUNCTION-2110 SOCIAL WORK SERVICES	355,751	6,290	1,649	7,940	347,811	97.8%	355,751	-
2120	FUNCTION-2120 GUIDANCE SERVICES	1,595,294	30,063	0	30,063	1,565,231	98.1%	1,595,294	-
2130	FUNCTION-2130 HEALTH SERVICES	1,237,137	11,805	23,151	34,956	1,202,181	97.2%	1,237,137	-
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,241,410	10,459	3,028	13,488	1,227,922	98.9%	1,241,410	-
2150	FUNCTION-2150 SPEECH & HEARING SERVICES	1,162,998	10,869	900	11,769	1,151,229	99.0%	1,162,998	-
Total Support Services - Pupils		6,470,957	197,778	559,082	756,860	5,714,097	88.3%	6,470,982	(25)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - COORDINATORS	369,442	60,279	245,810	306,089	63,353	17.1%	369,442	(0)
2202	FUNCTION-2202 SUPPORTING SERVICES - DEPENDENT STUDENTS	15,761	0	0	0	15,761	100.0%	15,761	-
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCTION	235,564	29,297	23,798	53,095	182,469	77.5%	237,393	(1,829)
Total Support Services - Staff		620,767	89,576	269,608	359,184	261,583	42.1%	622,596	(1,829)
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERVICES	30,241	21,088	190	21,278	8,963	29.6%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SERVICES	1,565,287	164,500	448,633	613,133	952,154	60.8%	1,565,287	-
2313	FUNCTION-2313 BUSINESS OFFICE	976,596	85,350	129,742	215,092	761,504	78.0%	976,096	500
2410	FUNCTION-2410 SCHOOL ADMINISTRATION	4,278,680	645,635	2,409,637	3,055,273	1,223,407	28.6%	4,279,123	(443)
Total General Support Services		6,850,804	916,574	2,988,202	3,904,776	2,946,028	43.0%	6,850,747	57
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENANCE	6,830,961	680,338	402,806	1,083,144	5,747,817	84.1%	6,833,424	(2,463)
2520	FUNCTION-2520 PUPIL TRANSPORTATION	5,837,953	251,324	60,576	311,900	5,526,053	94.7%	5,837,953	0
2540	FUNCTION-2540 COMPUTER SUPPORT SERVICES	1,504,213	477,577	438,642	916,220	587,993	39.1%	1,502,948	1,265
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	253	0	253	2,247	89.9%	2,500	-
Total Operational Services		14,175,627	1,877,522	902,025	2,779,546	11,396,081	80.4%	14,176,825	(1,198)
TOTAL SUPPORT SERVICES		28,118,155	3,081,449	4,718,917	7,890,367	20,317,788	72.3%	28,121,150	(2,995)
Community Services									
3710	FUNCTION-3710-NONPUBLIC SCHOOL	96,550	0	0	0	96,550	100.0%	96,550	0
Non-Programmed Charges									
4100	TUITION PAYMENTS	5,060,899	1,593	0	1,593	5,059,307	100.0%	5,060,899	0
GRAND TOTAL		77,438,090	3,995,472	5,098,715	9,094,187	68,343,903	88.3%	77,436,546	1,544
									0.00%

## Cost vs Budget Dashboard - data through June 2021

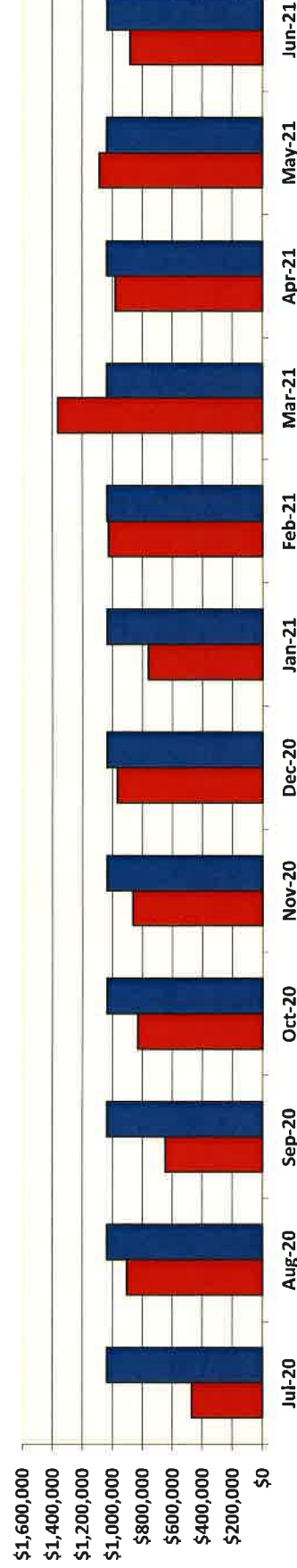
## BOE Groups Active &amp; Retired

Self Insured - All Coverages All Enrollees												
Claim/Admin. Cost												
Net Medical Paid					Dental Paid		Total Net Paid		BOE Monthly Budget*		Variance - Total	
Date	Lives	Claims	Rx Paid	Claims	Claims	Claims	Total Fixed Costs	Total Cost	Budget*	Cost vs BOE	Budget	Actual/Estimated
Jul-20	595	\$265,817	\$83,219	\$27,896	\$376,933	\$94,825	\$471,758	\$1,037,603	\$1,037,603	(\$565,845)		45.5%
Aug-20	595	\$648,562	\$119,454	\$40,991	\$809,007	\$94,825	\$903,832	\$1,037,603	\$1,037,603	(\$133,770)		87.1%
Sep-20	590	\$412,146	\$119,082	\$24,586	\$555,814	\$94,172	\$649,985	\$1,037,603	\$1,037,603	(\$387,617)		62.6%
Oct-20	588	\$557,146	\$152,929	\$28,930	\$739,004	\$93,910	\$832,915	\$1,037,603	\$1,037,603	(\$204,688)		80.3%
Nov-20	586	\$622,713	\$123,726	\$24,638	\$771,077	\$93,649	\$864,726	\$1,037,603	\$1,037,603	(\$172,876)		83.3%
Dec-20	584	\$696,012	\$152,455	\$27,802	\$876,269	\$93,388	\$969,657	\$1,037,603	\$1,037,603	(\$67,946)		93.5%
Jan-21	583	\$479,103	\$162,555	\$28,940	\$670,599	\$93,257	\$763,855	\$1,037,603	\$1,037,603	(\$273,747)		73.6%
Feb-21	583	\$742,479	\$170,246	\$20,730	\$933,455	\$93,257	\$1,026,712	\$1,037,603	\$1,037,603	(\$10,890)		99.0%
Mar-21	581	\$1,051,581	\$192,607	\$27,940	\$1,272,128	\$92,995	\$1,365,123	\$1,037,603	\$1,037,603	\$327,521		131.6%
Apr-21	581	\$664,852	\$196,795	\$25,835	\$887,482	\$92,995	\$980,477	\$1,037,603	\$1,037,603	(\$57,125)		94.5%
May-21	582	\$769,721	\$194,583	\$28,892	\$993,196	\$93,126	\$1,086,322	\$1,037,603	\$1,037,603	\$48,720		104.7%
Jun-21	577	\$578,284	\$178,860	\$35,021	\$792,165	\$92,473	\$884,638	\$1,037,603	\$1,037,603	(\$152,965)		85.3%
YTD	7025	\$7,488,416	\$1,846,512	\$342,201	\$9,677,129	\$1,122,872	\$10,800,001	\$12,451,231	\$12,451,231	(\$1,651,230)		86.7%

## Budget vs. Actual Cost

## Actual vs Budget

Actual Cost Budgeted Cost



Total fixed costs is taken from segmented Anthem Report 4 dated 3/24/20 plus Network Access Fees of \$204,724

\*BOE monthly budget based on non-weighted Anthem proposal dated 3/24/20

P 4118.24

**Personnel – Certified/Non-Certified****Conduct****Threatening Behavior/Threatening Acts/Bullying/Harassment**

~~The~~ Groton Public Schools ~~is~~ ~~are~~ committed to providing all personnel with a safe and supportive environment in which everyone behaves responsibly and respectfully toward others. The Board of Education (Board) recognizes that school children are often influenced by the conduct displayed by teachers and other members of a school's staff. The Board expects that staff will strive to set the kind of example for students that will serve them well in their own conduct and behavior and ~~will~~ contribute toward an appropriate school atmosphere.

Certified/Non-Certified personnel shall be informed of the responsibility to report any information or knowledge relevant to conduct prohibited by this policy.

Threats of harm to self or others, threatening behavior or acts of violence, including threats to damage school property shall not be tolerated on the District property or at activities under ~~its the~~ jurisdiction ~~of the school district~~. Every employee is expected to deal in a nonthreatening way with students, parents, and other staff members.

In addition, behavior that constitutes bullying of staff or students, ~~is~~ also prohibited. Bullying, for purposes of this policy, is any overt act, including electronically transmitted acts i.e., internet, cell phone, personal digital assistant (PDA), wireless hand held device or similar device by a school District employee directed at another employee or students, with the intent to ridicule, harass, humiliate, or intimidate another, which acts are committed more than once, whether on or off school grounds, or during or after the school day.

**Harassment**

The Board strives to provide a safe, positive working climate for its employees. Harassment, in any form, therefore, will not be tolerated. This policy applies to all staff members, Board members, parents, employees, vendors, contractors, volunteers, and visitors who are on District property, or on property within its District's jurisdiction, including buses operated by or for the District; while engaged in District activities and while away from District grounds if the misconduct directly affects the good order, efficient management, and welfare of the District.

Employees and all others on District property are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that may otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

For purpose of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, gender, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation including gender identity/expression or age, when such conduct/harassment:



1. is sufficiently severe, persistent or pervasive that it affects an individual's ability to participate in, or benefit from, an educational program or activity, or creates an intimidating, threatening, or abusive education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or work performance;
3. adversely affects an individual's learning or work opportunities;
4. is made, either explicitly or implicitly, a term or condition of an individual's education, employment, or participation in District programs or activities; and if
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature and/or;
- repeated demeaning jokes, stories, or activities directed at the individual.

Each staff member shall be responsible to maintain an educational/working environment free from all forms of unlawful harassment.

Should harassment be alleged, the Board's policy is that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

To maintain a work environment that prohibits unlawful harassment, the Board designates Superintendent/designee to implement this policy

Disciplinary action, when necessary, will be applied in accordance with applicable laws, policies, and collective bargaining agreements.

This publication and posting shall inform students, parents, independent contractors and volunteers that unlawful harassment will not be tolerated within Groton Public Schools.

Legal References: Connecticut General Statutes - Section 10-221 Board to Prescribe Rules 53a-217b Possession of Firearms and Deadly Weapons on School Grounds GOALS 2000: Educate America Act, Public Law 103-227  
Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
  
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.  
  
34 CFR Section 106.8(b), OCR Guidelines for Title IX.  
  
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8 (a) 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)  
  
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)  
  
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation")

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy adopted: February 11, 2002  
Revised: January 14, 2013  
Revised:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

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

### **Harassment**

#### **Harassment Complaint Procedure**

If an individual believes that he/she is being or has been harassed, that person should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the employee shall have the option of pursuing either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or of filing a formal complaint procedure that is defined below.

Any employee who makes an informal oral complaint of harassment to his/her supervisor, site administrator, or the Superintendent/designee to implement this policy will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the employee may pursue the formal complaint procedure, which involves submitting a written complaint to his/her supervisor, site administrator, or the Superintendent/designee to implement this policy. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

All formal complaints and informal complaints are to be forwarded immediately to the Superintendent/designee to implement this policy, unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the building level administrator in concert with the Superintendent/designee to implement this policy, will, as soon as possible, commence an effective, thorough, objective and complete investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter, and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.



If the complainant is dissatisfied with the result of the investigation, he/she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If after a thorough investigation, there is reasonable cause to believe that harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

This publication and posting shall inform employees that unlawful harassment will not be tolerated in the District.

Regulation adopted:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

## Students

### Harassment

The Board strives to provide a safe, positive learning climate for its students. Therefore, harassment, in any form, will not be tolerated. This policy applies to all students who are on District grounds or property or on property within the jurisdiction of the District; on buses operated by or for the District; while attending or engaged in District activities; and while away from District grounds if the misconduct directly affects its good order, efficient management, and welfare of the District.

Students and others are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that might otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

For purpose of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, sex, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation, including gender identity/expression or age when such conduct/harassment:

1. is sufficiently severe, persistent, or pervasive that it affects an individual's ability to participate in, or to benefit from, an educational program or activity or creates an intimidating, threatening, or abusive education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or performance;
3. otherwise adversely affects an individual's learning opportunities;
4. is made either explicitly or implicitly a term or condition of an individual's education, or participation in District programs or activities; and if
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; and

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature;
- repeated demeaning jokes, stories, or activities directed at the individual.

Each student shall be responsible to respect the rights of all students and staff and to ensure an environment free from all forms of unlawful harassment.

Should harassment be alleged, the Board's policy is that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

To maintain a learning environment that prohibits unlawful harassment, the Board designates the Superintendent/designee to implement this policy.

This publication and posting shall inform students that unlawful harassment will not be tolerated in the District.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.  
34 CFR Section 106.8(b), OCR Guidelines for Title IX.  
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8 (a) 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)  
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)  
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)  
Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)  
Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)  
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)  
Connecticut General Statutes  
46a-60 Discriminatory employment practices prohibited.  
10-15c Discrimination in public schools prohibited. School attendance by five-year olds.  
(Amended by P.A. 97-247 to include “sexual orientation”)  
10-153 Discrimination on account of marital status.  
17a-101 Protection of children from abuse.

Policy adopted:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

## **Students**

### **Harassment**

#### **Harassment Complaint Procedure**

If a student believes that he/she is being or has been harassed, the student should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the student shall have the option of pursuing, either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or of filing formal complaint procedure that is defined below.

Any student who makes an informal verbal complaint of harassment to any staff member will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed and submitted to the building principal/designee.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the student may pursue the formal complaint procedure which involves submitting a written complaint to his or her principal or assistant. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

If the complainant is a minor student, the person to whom the complaint is given should consider whether a child abuse report should be completed. (See Policy #5141.4, Child Abuse by School Employees)

All formal complaints and informal complaints involving staff are to be forwarded immediately to the Superintendent/designee unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the building level administrator in concert with the Superintendent/designee, will, as soon as possible, commence an effective, thorough, objective and complete, investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.

If the complainant is dissatisfied with the result of the investigation, he/she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator, together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If, after a thorough investigation, there is reasonable cause to believe that harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, expulsion, disciplinary action, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

This publication and posting shall inform students that unlawful harassment will not be tolerated in the District.

Regulation adopted:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

P 4118.24

**Personnel – Certified/Non-Certified****Conduct****Threatening Behavior/Threatening Acts/Bullying/Harassment**

~~The~~ Groton Public Schools ~~is are~~ committed to providing all personnel with a safe and supportive environment in which everyone behaves responsibly and respectfully toward others. The Board of Education (Board) recognizes that school children are often influenced by the conduct displayed by teachers and other members of a school's staff. The Board expects that staff will strive to set the kind of example for students that will serve them well in their own conduct and behavior and ~~will~~ contribute toward an appropriate school atmosphere.

Certified/Non-Certified personnel shall be informed of the responsibility to report any information or knowledge relevant to conduct prohibited by this policy.

Threats of harm to self or others, threatening behavior or acts of violence, including threats to damage school property shall not be tolerated on the District property or at activities under ~~its the~~ jurisdiction ~~of the school district~~. Every employee is expected to deal in a nonthreatening way with students, parents, and other staff members.

In addition, behavior that constitutes bullying of staff or students, ~~is~~ also prohibited. Bullying, for purposes of this policy, is any overt act, including electronically transmitted acts i.e., internet, cell phone, personal digital assistant (PDA), wireless hand held device or similar device by a school District employee directed at another employee or students, with the intent to ridicule, harass, humiliate, or intimidate another, which acts are committed more than once, whether on or off school grounds, or during or after the school day.

**Harassment**

The Board strives to provide a safe, positive working climate for its employees. Harassment, in any form, therefore, will not be tolerated. This policy applies to all staff members, Board members, parents, employees, vendors, contractors, volunteers, and visitors who are on District property, or on property within its District's jurisdiction, including buses operated by or for the District; while engaged in District activities and while away from District grounds if the misconduct directly affects the good order, efficient management, and welfare of the District.

Employees and all others on District property are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that may otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise guaranteed.

For purpose of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, gender, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation including gender identity/expression or age, when such conduct/harassment:

1. is sufficiently severe, persistent or pervasive that it affects an individual's ability to participate in, or benefit from, an educational program or activity, or creates an intimidating, threatening, or abusive education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or work performance;
3. adversely affects an individual's learning or work opportunities;
4. is made, either explicitly or implicitly, a term or condition of an individual's education, employment, or participation in District programs or activities; and if
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature and/or;
- repeated demeaning jokes, stories, or activities directed at the individual.

Each staff member shall be responsible to maintain an educational/working environment free from all forms of unlawful harassment.

Should harassment be alleged, the Board's policy is that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

To maintain a work environment that prohibits unlawful harassment, the Board designates Superintendent/designee to implement this policy

Disciplinary action, when necessary, will be applied in accordance with applicable laws, policies, and collective bargaining agreements.

This publication and posting shall inform students, parents, independent contractors and volunteers that unlawful harassment will not be tolerated within Groton Public Schools.

Legal References: Connecticut General Statutes - Section 10-221 Board to Prescribe Rules 53a-217b Possession of Firearms and Deadly Weapons on School Grounds GOALS 2000: Educate America Act, Public Law 103-227  
Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.  
34 CFR Section 106.8(b), OCR Guidelines for Title IX.  
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8 (a0 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)  
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)  
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)



Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation)

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy adopted: February 11, 2002

Revised: January 14, 2013

Revised:

GROTON PUBLIC SCHOOLS

Groton, Connecticut



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

### **Harassment**

#### **Harassment Complaint Procedure**

If an individual believes that he/she is being or has been harassed, that person should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the employee shall have the option of pursuing either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or of filing a formal complaint procedure that is defined below.

Any employee who makes an informal oral complaint of harassment to his/her supervisor, site administrator, or the Superintendent/designee to implement this policy will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the employee may pursue the formal complaint procedure, which involves submitting a written complaint to his/her supervisor, site administrator, or the Superintendent/designee to implement this policy. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

All formal complaints and informal complaints are to be forwarded immediately to the Superintendent/designee to implement this policy, unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the building level administrator in concert with the Superintendent/designee to implement this policy, will, as soon as possible, commence an effective, thorough, objective and complete investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter, and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.

If the complainant is dissatisfied with the result of the investigation, he/she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If after a thorough investigation, there is reasonable cause to believe that harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

This publication and posting shall inform employees that unlawful harassment will not be tolerated in the District.

Regulation adopted:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

## Students

### Harassment

The Board strives to provide a safe, positive learning climate for its students. Therefore, harassment, in any form, will not be tolerated. This policy applies to all students who are on District grounds or property or on property within the jurisdiction of the District; on buses operated by or for the District; while attending or engaged in District activities; and while away from District grounds if the misconduct directly affects its good order, efficient management, and welfare of the District.

Students and others are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that might otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise guaranteed.

For purpose of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, sex, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation, including gender identity/expression or age when such conduct/harassment:

1. is sufficiently severe, persistent, or pervasive that it affects an individual's ability to participate in, or to benefit from, an educational program or activity or creates an intimidating, threatening, or abusive education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or performance;
3. otherwise adversely affects an individual's learning opportunities;
4. is made either explicitly or implicitly a term or condition of an individual's education, or participation in District programs or activities; and if
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; and

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature;
- repeated demeaning jokes, stories, or activities directed at the individual.

Each student shall be responsible to respect the rights of all students and staff and to ensure an environment free from all forms of unlawful harassment.

Should harassment be alleged, the Board's policy is that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

To maintain a learning environment that prohibits unlawful harassment, the Board designates the Superintendent/designee to implement this policy.

This publication and posting shall inform students that unlawful harassment will not be tolerated in the District.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
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17a-101 Protection of children from abuse.

Policy adopted:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

## **Students**

### **Harassment**

#### **Harassment Complaint Procedure**

If a student believes that he/she is being or has been harassed, the student should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the student shall have the option of pursuing, either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or of filing formal complaint procedure that is defined below.

Any student who makes an informal verbal complaint of harassment to any staff member will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed and submitted to the building principal/designee.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the student may pursue the formal complaint procedure which involves submitting a written complaint to his or her principal or assistant. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

If the complainant is a minor student, the person to whom the complaint is given must report the complaint to the principal or principal's designee. The principal/designee will consider whether a report of suspected child abuse/neglect should be made to DCF. (See Policy #5141.4, Child Abuse by School Employees)

All formal complaints and informal complaints involving staff are to be forwarded immediately to the Superintendent/designee unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the building level administrator in concert with the Superintendent/designee, will, as soon as possible, commence an effective, thorough, objective and complete, investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of

the investigation and proposed disposition of the matter and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.

If the complainant is dissatisfied with the result of the investigation, he/she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator, together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If, after a thorough investigation, there is reasonable cause to believe that harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, expulsion, disciplinary action, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

This publication and posting shall inform students that unlawful harassment will not be tolerated in the District.

Regulation adopted:

GROTON PUBLIC SCHOOLS  
Groton, Connecticut

**Groton Board of Education Committees  
2022 Meeting Schedule**

1 <sup>ST</sup> MONDAY OF THE MONTH	2 <sup>ND</sup> MONDAY OF THE MONTH	3 <sup>RD</sup> MONDAY OF THE MONTH	4 <sup>TH</sup> MONDAY OF THE MONTH
<b>Policy Committee</b> 5:00 p.m. Central Office, Room 5	<b>Committee of the Whole</b> 6:00 p.m. Central Office, Room 11	<b>Committee of the Whole</b> 6:00 p.m. Central Office, Room 11	<b>Regular Board of Education</b> 6:00 p.m. Town Hall Annex, CR 1
January 3	January 10	January 18 (Tuesday)	January 24
February 7	February 14	February 23 (Wednesday)	February 28
March 7	March 14	March 21	March 28
April 4	April 11	April 18 (Spring Break)	April 25
May 2	May 9	May 16	May 23 (meeting to be held at FHS)
June 6	June 13	June 20	June 27
July - No Meeting	July 11	July 18	July 25
August 1	August 8	August 15	August 22
September 6 (Tuesday)	September 12	September 19	September 26
October 3	October 11 (Tuesday)	October 17	October 24
November 7	November 14	November 21	November 28
December 5	December 5 (1 <sup>st</sup> Monday)	December - No Meeting	December 12 (2 <sup>nd</sup> Monday)

**For Information Only:**

- Town & City Councils/RTM/BoE Liaison Committee - meets the 1<sup>st</sup> Wednesday of the month
- Groton Scholarship Fund - meets the 3<sup>rd</sup> Thursday of the month
- Curriculum Committee - meets the 3<sup>rd</sup> Monday of the month @ 5:00 p.m. (if needed)
- Finance/Facilities Committee - meets the 1<sup>st</sup> Monday of the month @ 6:00 p.m. (if needed)
- LEARN Board of Directors - meets the 2<sup>nd</sup> Thursday of the month