

**GROTON BOARD OF EDUCATION
REGULAR MEETING MINUTES
OCTOBER 25, 2021 @ 6:00 P.M.
GROTON MIDDLE SCHOOL**

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

MEMBERS ABSENT: Jane Giuliani

ALSO PRESENT: Susan Austin, Philip Piazza, Sam Kilpatrick, Ken Knight, Thomas Lonsdale

I. CALL TO ORDER – Mrs. Watson called the meeting to order at 6:03 p.m.

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Denise Doolittle.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

Martin Luther King Scholarship Recipient – Dr. Ackerman introduced Carmita Hodge who highlighted the accomplishments of Elviany Quiroz at Fitch High School and in the community.

III. COMMENTS FROM CITIZENS

1. Mrs. Sopheina Baxter attempted to enter the meeting through Zoom but was unable. Her comments regarding busing is attached. **(ATTACHMENT #1)**

IV. RESPONSE TO COMMENTS FROM CITIZENS

NONE

V. STUDENT REPRESENTATIVE REPORT

NONE

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report

1. Update re: Bus Transportation – Ms. Austin gave a report on bus transportation. **(ATTACHMENT #2)**
2. Enrichment and Interventions to Support Student Learning – Ms. Austin noted that School Data Teams were formed; there is intervention in the classroom; SBRI is in process; there are additional programs – enrichment Magnet is available, and for the Middle School and High School there are elective opportunities.

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS – cont.

B. Assistant Superintendent Report

- a. District Data Review Presentation (**ATTACHMENT #3**) – Dr. Piazzo and Mr. Lonsdale gave a presentation of the District Data Review. They noted that they met last week with the District Data Team to review the data and to come up with action plans.

C. Business Manager

1. Object Code Summary (**ATTACHMENT #4**) – Mr. Knight reviewed the Object Code Summary dated October 20, 2021 that shows a projected deficit of \$12,699.
2. Health Insurance Report – Mr. Knight reviewed the Health Insurance Report for the month of August. (**ATTACHMENT #5**)
3. Alliance District Building Grant Projects – Mr. Knight reviewed the Alliance District Building Grant Projects. (**ATTACHMENT #6**)

D. Director of Buildings and Grounds

1. Update re: Facilities – Mr. Kilpatrick noted:
 - They are working on the punch list for Mystic River and Thames River;
 - He noted the need for the repair of the ovens in the new schools; Mr. Norris has directed the purchase of 2 new ovens in the new schools;
 - The Town Council has approved funding for the lights on the field;
 - Mr. Kilpatrick has spoken with Amy Samuelson regarding the use of Board funds to do a study of the FHS Field House and concession stand to include female locker rooms.

VII. COMMITTEE REPORTS

- A. Policy – Mrs. White noted that the Policy Committee met and that there are policies on the agenda for a second and first reading.
- B. Curriculum – Dr. Ackerman noted that the Curriculum Committee met and reviewed the State Curriculum for the new Black and Latino studies, first year Latin and the Curriculum Handbook. Dr. Ackerman stated that the Curriculum Committee will be meeting every third Monday.
- C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee met on October 12, 2021 and discussed the Athletic Fields; received a proposal from the Culinary Arts Program; the Alliance District Building Grant.
- D. Negotiations – Mrs. Watson noted that there will be a Special Meeting prior to the next COW meeting regarding the GEA contract.
- E. LEARN – Mrs. Volkmann noted that the Executive LEARN Board met on October 14, 2021 and had a presentation from the new Superintendent of Madison Public Schools, Dr. Craig Cooke; Executive Director Kate Erickson who is on the statewide educator evaluation and supports Congress to draft a proposal for legislation for 202-2023; presentation from the Deputy Executive Bridget Gordon Hickey on expanding LEARN's scope on marginalize students.

VII. COMMITTEE REPORTS – cont.

- F. TCC/RTM/BoE Liaison – There was no report.
- G. AGSA/GEA/BoE Liaison – There was no report.
- H. Groton Scholarship – Mrs. White noted that the Groton Scholarship Fund Committee will meet on November 3, 2021.
- I. Athletic Fields – Mr. Weitlauf reported that the Athletic Fields committee met on October 12, 2021 and discussed the Athletic Fields; they received a proposal from the Culinary Arts Program at FHS; and the Alliance District Building Grant Projects.
- J. State Council on Education Opportunities for Military Children – There was no report.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Porter, White:

To approve the Consent Agenda.

PASSED – UNANIMOUSLY

B. Old Business

- 1. Discussion and possible action regarding a second reading of policy P 4118.24 Conduct (**ATTACHMENT # 7**)

MOTION: White, Porter

To approve policy P 4118.24 Conduct as a second reading.

PASSED - UNANIMOUSLY

- 2. Discussion and possible action regarding a second reading of policy P 5145.52 Harassment (**ATTACHMENT # 8**)

MOTION: White, Porter:

To approve policy P 5145.52 Harassment as a second reading.

PASSED – UNANIMOUSLY

C. New Business

- 1. Discussion and possible action regarding a first reading of policy P 5141.3 Health Assessments and Immunizations (**ATTACHMENT # 9**)

MOTION: Antipas, White:

To approve policy P 5141.3 Health Assessments and Immunizations as a first reading.

YES – Watson, Ackerman, Robertson, Volkmann, Weitlauf, White

NO – Antipas

ABSTAINED - Porter

PASSED

C. New Business – cont.

2. Discussion and possible action regarding approval of the following Alliance District Building Grant projects as complete:

- Access Control @ Northeast Academy - Budget: \$19,144.00; Final Cost: \$25,774.00
- Access Control @ Catherine Kolnaski - Budget: \$19,144.00; Final Cost: \$19,144.00
- Fire Alarm System Replacement @ Charles Barnum - Budget: \$95,000.00; Final Cost: \$56,127.66
- Network Wiring @ Fitch High School - Budget: \$35,000.00; Final Cost: \$24,013.84
- Network Wiring @ Charles Barnum - Budget: \$50,000.00; Final Cost: \$23,345.85
- Network Wiring @ Central Office - Budget: \$23,000.00; Final Cost: \$65,567.97
- District Phone System - Budget: \$236,310.82; Final Cost: \$285,791.19

MOTION: Weitlauf, White: To approve the following Alliance District Building Grant projects as complete:

- Access Control @ Northeast Academy - Budget: \$19,144.00; Final Cost: \$25,774.00
- Access Control @ Catherine Kolnaski - Budget: \$19,144.00; Final Cost: \$19,144.00
- Fire Alarm System Replacement @ Charles Barnum - Budget: \$95,000.00; Final Cost: \$56,127.66
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- Network Wiring @ Charles Barnum - Budget: \$50,000.00; Final Cost: \$23,345.85
- Network Wiring @ Central Office - Budget: \$23,000.00; Final Cost: \$65,567.97
- District Phone System - Budget: \$236,310.82; Final Cost: \$285,791.19

PASSED – UNANIMOUSLY

3. Discussion and possible action regarding the 2022 Board of Education meeting schedule (ATTACHMENT # 10).

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

PASSED - UNANIMOUSLY

C. New Business – cont.

4. Discussion and possible action regarding the approval of the preferred class size guidelines (ATTACHMENT # 11)

MOTION: Antipas, 2 Porter: To approve the preferred class size guidelines.

MOTION: Porter, Antipas: To table this item.

PASSED – UNANIMOUSLY

5. Discussion and possible action regarding approval of a Fitch High School field house study by SLAM in the amount of \$24,000

MOTION: Volkmann, White: To approve \$24,000 for a Fitch High School field house study by SLAM.

PASSED – UNANIMOUSLY

6. Discussion and possible action regarding a pending claim against Student Transportation of America (STA). (It is anticipated that this item will be held in executive Session.)

MOTION: Porter, White: To go into Executive Session at 8:15 p.m. for the purpose of discussing a pending claim against Student Transportation of America (STA) and to invite Mr. Knight, Ms. Austin, Dr. Piazza, and Mr. Kilpatrick.

PASSED - UNANIMOUSLY

Discussion of a pending claim against Student Transportation of America (STA) was held. No action was taken.

There was a consensus to return to Open Session at 8:54 p.m.

IX. INFORMATION AND PROPOSALS

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

• Mrs. Volkmann noted:

- She enjoyed the Martin Luther King Scholarship program conducted on Zoom
- Received communication from Jamel Davis regarding Conceptualizing Culturally Responsive Teaching;
- Received communication from a parent regarding a remote student receiving a diploma;
- Received communication regarding volleyball at the high school;
- Received communication from Sopheina Baxter.

IX. INFORMATION AND PROPOSALS – cont.

- Mrs. Robertson noted receiving satisfaction regarding busses and that she attended the Sound Community Services and GASP meetings;
- Mr. Antipas noted that he has received the same emails from the public;
- Mrs. Porter noted:
 - She attended the Band competition and extended congratulation to the Band;
 - Received communication from Sopheina Baxter;
 - She attend the Martin Luther King Scholarship program conducted on Zoom;
 - She asked if there was going to be a Lego Team at the Middle School.
- Mr. Weitlauf noted:
 - That he received the same emails from the public;
 - He attended the Sounds by the Sea at Fitch High School;
 - He noted that Lego was on hold nationwide;
 - He attended the calling hours for Burt Turner, former Science Teacher and Department Head.
- Dr. Ackerman noted:
 - Thanked everyone for their support regarding the Martin Luther King Scholarship Program;
 - She viewed the scholars at the GPS Hall of Fame program – Virginia Effman, Paula. Bell, Larry Croxton, Susan Ljungberg, Michele Holdridge, Elaine Hess, Rosemary Golston, Teressa Cantara Bob Walsh, Jude Ebbinghaus, Ellen Mooney, Monson Lane, Barbara Mlynarski.
- Ms. Austin noted that MM has been awarded a Blue Ribbon relative the closing of the achievement gap. Ms. Austin noted that this is the second school to receive a Blue Ribbon Award.
- Mrs. Watson noted that she has received the same emails from the public.
- Mrs. Watson noted:
 - That she received the same emails from the public;
 - That she attended the Hall of Fame Ceremony;
 - That she attended the Band Competition.

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

Mrs. Watson noted the following referrals:

- Jamal Davis regarding Conceptualizing Culturally Responsive Teaching
- Increase in communication with the bus company
- Discussion of the Audit Report
- Discussion of Guidance Counselors
- Discussion of class sizes

XI. ADJOURNMENT

MOTION: Ackerman, Porter:

To adjourn at 9:1023 p.m.
PASSED UNANIMOUSLY

Please read my statement. Having issues connecting.

I requested to speak this evening due to comments made at the October 18th meeting claiming things were getting better with transportation.

As many of you may know, about four or five weeks ago I first reached out to the state for help regarding transportation and have been in contact with them throughout as I was getting no response from this body. I was contacted just last week and informed that once again that at my request the state department of education has reached out to Susan Austin and informed Austin how to formally request the resources that are available to the district, if I could request them I would but it has to come from the district.

Resources include: Division of emergency Management and Homeland security (DEMHS) regional coordinator. Towns can reach out to their emergency Management director to facilitate this formal request. For special education students, SDE has Veyo contracts that can help with transportation. The town an superintendent have the contacts for both of these requests.

During the October 18th Board meeting, when asked Susan Austin claimed the state has done nothing except take her information, I know that this is just simply not accurate.

When general assembly members first attempted contacted, the district would not respond until the State department of education contacted Susan Austin directly and later Representative Conley reached out and resources were offered to Susan Austin. For some reason it seems Susan Austin wants to wait in hopes that the 3 training for STA will pass testing through the state but that could take many many months and the applicants are not guaranteed as medical or backgrounds checks could disqualify them completely. To not formally request these resources is effectively denying our town these resources!! At this same meeting Sam Kilpatrick, when asked, admitted we are not short on busses because STA figures it out, when speaking to the bus company myself, I was informed they get drivers from nearby towns and even STA supervisors have taking over bus runs. STA a few times had to double up busses when a driver calls out leading to children sitting on each other's laps or in the isles blocking the emergency exit and let me make clear, that's not only unsafe and inconvenient but that's illegal!!

In the meeting before this one Sam Kilpatrick went on to bash the state for not doing more when the state has reached out many times which I can only assume he was unaware of at the time of his comments however, as the state told me, they can only inform the district of how to obtain resources but can't force the town to request them. I don't think busses are the problem, for lack of a better word, it's a bad plan!

I believe Austin hasn't formally requested help because the town doesn't actually need it, we need a better transportation plan. At this point I think switching back to a 3-tier system is the best option and reasons giving for why we can't just doesn't make any sense and all I'm really hearing is that it would be more difficult, difficult for whom, it's already difficult for parents, staff and the students. I'm not a mathematician but I would assume less students from the district being dismissed and on the same busses at the same time would take less busses, not more. It would eliminate overcrowding during a pandemic, longer bus rides, the over flow of parent pick ups, the traffic jam on rt12 and so much more. Sam Kilpatrick says "somehow" we will get the bus rides shortened, I want to know what "somehow" means. My son doesn't want to be on the bus this year because he's concerned with the overcrowding and covid and he doesn't want to be stuck on a bus 3 to 4 hours a day. In 2019 my oldest was picked up at 6:50AM and dropped off at 7:10AM at Fitch, some students are picked up at 6:15AM an dropped off by 7:40AM if the bus isn't late, no child taking a bus has an extra 20 to 40 minutes in the morning unless it's spent on the busses or are being dropped off by parents. I believe that between 6:15 and 7:50, two separate runs could be made separating the high school an middle school again and would be a much safer option.

To the Boards credit, after watching the last 4 months of board meetings, I was shocked to learn that all of these concerns were raised, everything that could go wrong has gone wrong and board members preemptively asked these very questions and were guaranteed that none of this would happen. Bus shortage concerns were

raised and were informed that the district was up by 5 to 10 busses, parent pick up crowding concerns were raised and were told that wouldn't happen due to how and where students were being dropped off, concerns about mixing high schoolers and young middle schoolers were raised and were told that we would have so much space on the busses that empty seats in-between would separate them, bus ride times were raised and the board was told 44 minutes with some being as short as 18 minutes, covid concerns were mentioned with board members being told that students would have enough room on the bus to separate out some, none of these promises were kept and no one is doing anything about it but hoping "somehow" it will work itself out. Please ask yourself if the answers you received a few months ago looked like today's reality, would you still have voted yes.

While I appreciate Susan Austins optimism and positivity, she ends every statement with a positive which is a beautiful part of her character however I believe distracts from the fact that the questions are not actually being answered.

I think covid was never factored into this plan and that the district should cut their losses, switch back to a 3-tier and attempt this plan next year. I honestly think pride is preventing any change but this mess won't fix itself.

I would also like to make one more point very clear, I love Susan Austin for our district! It's unfortunate and just sad that her first full year is plagued with all of this as well as covid and not agreeing with her on this issue or how it's being handled has nothing to do with the fact that I believe her presence as superintendent is beneficial for every child in our district and I truly mean that.

I'm saddened that we can not have any back and forth dialogue but appreciate you allowing me to speak.

Thank you

GPS Bus Transportation Report to the BOE 10/25/21

At the beginning of the school year, the culmination of the Groton 2020 was completed with the opening of the 2 new elementary schools, MRM at the cutler site and TRM at the west side site, launching the All elementary intra-district magnet option for the five elementary schools.

The vision of Groton 2020 also included an international baccalaureate campus for FHS and GMS so there'd be a shared synergy between the two schools for athletics, clubs, academic coordination, career pathways, shared staff and resources. This was a historic school year beginning. It came to fruition after completion of a TransFinder bus transportation utilization study with a report that included a two-tiered bus model recommendation. The two-tiered model would accomplish the goals set forth by the Groton 2020 plan.

During this past summer, we had not experienced any problem with transportation with all the camps, tutoring sessions, middle school and high school summer school and ESY program.

Timeline of Outreach by Groton Public Schools' Central Office and Superintendent:

STA, Student Transportation of America, Groton Public Schools' contracted bus company, first notified Sam Kilpatrick, Director of Facilities and Transportation, about the bus driver shortage late in August as they were five drivers short from the prior year. Not only did STA state they were down 5 drivers, but they also reported that they were experiencing call outs daily that left STA with as many as 11 drivers short on any given day, which was a quarter of the contracted fleet.

At the start of the School year, STA indicated to Sam Kilpatrick and Marc Romano, Athletic Director 6-12, that they were not able to transport students to out of district games so I asked Ken Knight, Business Director of GPS, to explore other bus companies around the state through the CASBO group in order to find a company that could assist with both after school and school transportation. GPS hired First Student for those runs until they could no longer assist us. Marc also reached out to the town to get support with the parks and rec van(s) with drivers, and continues to see if additional town vans can be used.

Ken Knight created a list in early September of the districts in our area that were also experiencing driver shortage. I reached out through my CT Assoc. of School Supt. (CAPSS) network to see what other districts were doing to resolve the driver shortage problem; we met on a weekly basis at the beginning of the year with Fran Robinowitz, the president of CAPSS, who then sent out a transportation survey to all superintendents after hearing about the statewide problem. It was also a topic of concern that I presented at one of those meetings with the Commissioner of Education, Charlene Tucker

During the Military Supt. Liaison meeting in September, I brought up the bus driver shortage as a topic of concern, and spoke with Bob Ross the Military Affairs Officer who was going to talk to the Governor.

Chief Fusaro and I have had multiple conversations regarding the traffic issues for the parent and bus pick up and drop off at all the schools, but namely at the campus. They have supported GPS with police staff and crossing guards.

The GPS transportation team led by Sam Kilpatrick and my office have been in constant daily contact with STA: We, along with the CO team have had regular meetings with the management of STA and the CEO to look for resolutions. In consult with the board's attorney Floyd Dugas, I sent a letter to STA on October 7th indicating the board's concerns regarding a violation of the terms and conditions of the contract due to driver shortages.

CSDE Transportation Taskforce: Last week I was able to speak to Eric Scoville from the CSDE Transportation Task Force about GPS' concern about STA driver shortage and the many issues the district has had with bus transportation. Denise Doolittle and I were able to have a conversation with him and explain some of the details regarding transportation difficulties. He recommended a group that may support special education runs, who we have contacted.

We learned that . . .

The CSDE Transportation Task Force is working closely with COSTA (CT School Transportation Association) and CT School Districts to understand the challenges this year in terms of transportation and propose solutions. The following steps have been taken by the Task Force to date:

- *All Superintendents were asked to complete a survey through CAPSS, as I did that at the start of the school year on transportation challenges*
- *The Task Force will be sending out an updated survey to gauge where districts are 2 months after school has started*
- *Letters from the Task Force were sent to 9,000 drivers who currently hold CDL permits and 2,000 were identified as not currently driving. 200 responded that they are interested in driving and DMV is working on getting them behind the wheel of busses*
- *Additional match making efforts are underway to get drivers matched with districts including recruitment of municipal employees. They have added GPS to their list as a district in need of drivers.*
- *CT contracts with VEYO for Medicaid recipients who require transportation. They are available to transport special education students only in vans; Denise is working with Eric to see about availability in Groton as this would free up small busses for partial runs that do not have drivers.*
- *At this time, the National Guard is not being considered as an option in CT as it is not eligible for FEMA reimbursement.*

Progress is being made this week. STA had three additional drivers report this morning and are expecting and 3 additional by October 28th, once they pass the test; which would bring us level service, but does not include substitute drivers.

District Data Review

10/25/2021

Enrollment Summary

10/1/2021

Catherine Kolnaski (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	9	50	75	122	102	358
Percent	2.5%	14.0%	20.9%	34.1%	28.5%	100%

Charles Barnum (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	4	19	36	194	78	331
Percent	1.2%	5.7%	10.9%	58.6%	23.6%	100%

Mystic River (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	12	52	70	242	149	525
Percent	2.3%	9.9%	13.3%	46.1%	28.4%	100%

Northeast Academy (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	6	30	21	282	58	397
Percent	1.5%	7.6%	5.3%	71.0%	14.6%	100%

Thames River (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	7	67	71	231	144	520
Percent	1.4%	12.9%	13.7%	44.4%	27.7%	100%

Groton Middle School (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	17	90	126	462	211	906
Percent	1.9%	9.9%	13.9%	51.0%	23.3%	100%

Fitch High School (Enrollment on 10/1/2021)

Ethnicity	American Indians/Ala skan Native	Asian and Pacific Islander	Black, not of Hispanic Origin	White, not of Hispanic Origin	Hispanic	Total
Number	36	102	152	532	240	1062
Percent	3.4%	9.6%	14.3%	50.1%	22.6%	100%

SAT

2020-2021

SAT Math

	Learning Model	Percent Level 3 or 4	Average Scale Score
Groton	Hybrid	36.0%	492
	Fully/Mostly Remote	37.6%	495
Connecticut	Hybrid	42.1%	507
	Fully/Mostly Remote	25.2%	464
<i>Groton (2018-2019)</i>	<i>All</i>	<i>40.6%</i>	<i>502</i>

SAT ELA

	Learning Model	Percent Level 3 or 4	Average Scale Score
Groton	Hybrid	61.6%	510
	Fully/Mostly Remote	58.1%	508
Connecticut	Hybrid	63.8%	519
	Fully/Mostly Remote	48.8%	483
<i>Groton (2018-2019)</i>	<i>All</i>	<i>64.5%</i>	<i>516</i>

NGSS

2020-2021

NGSS - Grade 5

	Learning Model	Percent Level 3 or 4	Average Scale Score
Groton	Hybrid	59.0%	502
	Fully/Mostly Remote	55.0%	500
Connecticut	Hybrid	43.1%	492
	Fully/Mostly Remote	34.9%	485
<i>Groton (2018-2019)</i>	<i>All</i>	61.2%	505

NGSS - Grade 8

	Learning Model	Percent Level 3 or 4	Average Scale Score
Groton	Hybrid	41.4%	792
	Fully/Mostly Remote	40.0%	787
Connecticut	Hybrid	48.7%	797
	Fully/Mostly Remote	35.7%	789
<i>Groton (2018-2019)</i>	<i>All</i>	53.4%	799

NGSS - Grade 11

	Learning Model	Percent Level 3 or 4	Average Scale Score
Groton	Hybrid	49.1%	1104
	Fully/Mostly Remote	58.1%	1105
Connecticut	Hybrid	54.0%	1104
	Fully/Mostly Remote	44.7%	1097
<i>Groton (2018-2019)</i>	<i>All</i>	49.8%	1102

SBAC Assessment Calendar

Interim SBAC (ELA) Grades 3, 4, 5

September / October	October / November	November / December	January / February	March	April
FIAB: Language and Vocabulary	FIAB: Listening	IAB: Informational	IAB: Literary	IAB: Research	FIAB: Editing

Interim SBAC (Math) Grade 3

November/ December	January / February	March	April	May/June
	Focused IAB: Geometry	Focused IAB: Properties of Multiplication and Division	Focused IAB: Number and Operations - Fractions	

Interim SBAC (Math) Grade 4

November / December	January / February	March	April	May / June
IAB: Operations and Algebraic Thinking	Focused IAB: Geometry		IAB - Fractions	

Interim SBAC (Math) Grade 5

November / December	January / February	March	April	May / June
Focused IAB: Volume Concepts	IAB: Numbers and Operations in Base Ten		IAB: Number and Operations - Fractions	

Interim SBAC (Math) Grade 6

September / October	October / November	November / December	January / February	March	April
IAB: Expressions and Equations IAB: The Number System		IAB: Ratios and Proportional Relationships		IAB: Expressions and Equations IAB: The Number System	

Groton Public Schools

Date prep: 10/20/21 11:37 AM									
FY22 Budget Summary Review									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 10/20/2021	Under/(Over)
Salaries									
1 Administrators	105-109	4,776,668	1,473,938	3,385,105	4,859,044	(82,376)	(1.7%)	4,789,444	(12,776)
2 Teachers	101-104,123-127,151-152	35,191,226	5,445,983	28,854,054	34,300,038	891,188	2.5%	35,238,190	(46,964)
3 Non-Cert Aides	110-111,130-131,136,139	3,618,042	272,704	0	272,704	3,345,338	92.5%	3,618,042	0
4 Substitute - Cert & Non-Cert	120-121	996,774	115,562	0	115,562	881,212	88.4%	984,616	12,158
5 Clerical	112-114,132-134,144	1,893,198	532,034	49,562	581,597	1,311,601	69.3%	1,893,630	(432)
6 Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,549,251	887,125	212,053	1,099,179	2,450,072	69.0%	3,510,667	38,584
7 Campus Security/Supervision	128	149,542	56,508	0	56,508	93,034	62.2%	149,542	0
8 Total Salaries	100	50,174,701	8,783,856	32,500,775	41,284,631	8,890,070	17.7%	50,184,130	(9,429)
Benefits									
9 Health Insurance	201-202	7,059,237	1,816,184	0	1,816,184	5,243,053	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	341,547	0	341,547	1,114,682	76.5%	1,456,381	(152)
12 Other Benefits	222-227	152,500	101,809	0	101,809	50,691	33.2%	181,695	(29,195)
13 Total Benefits	200	9,620,080	2,259,540	0	2,259,540	7,360,540	76.5%	9,649,427	(29,347)
Purchased Services									
14 Instructional Services	321-324	162,099	67,944	2,510	70,454	91,645	56.5%	163,422	(1,323)
15 Professional Services	331	254,739	168,079	30,057	198,136	56,603	22.2%	257,640	(2,901)
16 Other Prof Services	332	608,971	58,319	247,107	305,426	303,545	49.8%	576,937	32,034
17 OT & PT Services	333	671,345	14,214	547,402	561,616	109,729	16.3%	671,345	0
18 Legal	334	70,350	11,283	0	11,283	59,067	84.0%	70,350	0
19 Athletic Officials & Other Athletic Serv	341-342	75,350	15,966	0	15,966	59,384	78.8%	75,291	59
20 Computer Network Services	343	148,773	129,608	3,579	133,187	15,586	10.5%	148,773	0
21 Total Purchased Services	300	1,991,627	465,413	830,655	1,296,067	695,560	34.9%	1,963,758	27,869
Property Services									
22 Water & Sewer	410-411	99,801	16,195	333	16,528	83,274	83.4%	99,801	0
23 Trash & Snow Removal	421-422	136,600	22,533	70,470	93,003	43,597	31.9%	143,003	(6,403)
24 Repair/Maintenance	430-435,490-491,499	479,183	188,584	11,553	200,137	279,046	58.2%	475,406	3,777
25 Rental	441	132,605	24,706	65,721	90,427	42,178	31.8%	132,605	0
26 Total Property Services	400	848,189	252,019	148,076	400,095	448,094	52.8%	850,816	(2,627)
Transportation, Insurance, Communications, Tuition									
27 Transportation: Schools	510-513	5,211,674	611,988	102	612,090	4,599,584	88.3%	5,211,674	0
28 Transportation: Student Activities	587-598	194,418	5,385	22,874	28,259	166,159	85.5%	195,726	(1,308)
29 Transportation: Staff	580-584	116,920	10,292	0	10,292	106,628	91.2%	113,169	3,751
30 Insurance	522,525	340,321	312,534	0	312,534	27,787	8.2%	342,534	(2,213)
31 Communications	530-552	134,317	58,941	4,353	63,294	71,023	52.9%	134,373	(56)
32 Tuition: Special Education	561-563,568	4,481,290	256,068	1,408,530	1,664,598	2,816,692	62.9%	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 Total Trans, Ins, Comm, Tuition	500	11,729,799	1,462,209	1,435,858	2,898,067	8,831,732	75.3%	11,726,624	3,175
Supplies									
35 Instructional Supplies	601-609,613-619,622-623,628	459,950	46,216	53,913	100,129	359,821	78.2%	453,118	6,832
36 Computer Supplies	610-612	288,106	404,418	14,356	418,775	(130,669)	(45.4%)	289,796	(1,690)
37 Electricity & Heating	631-633	1,461,070	356,293	20,495	376,788	1,084,282	74.2%	1,461,070	0
38 Transportation Supplies	634,656	170,435	33,137	2,130	35,267	135,168	79.3%	170,435	0
39 Textbooks & Library Books	640-642,645,647	106,175	13,386	9,304	22,690	83,485	78.6%	109,928	(3,753)
40 Facility/Maintenance Supplies	650,652-655,657,659	336,810	65,380	21,522	106,902	229,908	68.3%	336,010	800
41 Other Supplies (staff dev, PPE, etc)	621,624-627,690	85,112	33,649	20,437	54,085	31,027	36.5%	87,179	(2,067)
42 Total Supplies	600	2,907,658	972,479	142,157	1,114,636	1,793,022	61.7%	2,907,536	122
Equipment									
43 Instructional Equipment	730,735	67,201	4,334	4,597	8,931	58,270	86.7%	46,742	20,459
44 Non-Instructional Equip	731,736	10,000	17,662	3,168	20,830	(10,830)	(108.3%)	30,246	(20,246)
45 Total Equipment	700	77,201	21,996	7,765	29,761	47,440	61.4%	76,988	213
46 Total Dues & Fees	800	88,835	58,965	633	59,598	29,237	32.9%	91,510	(2,675)
47 GRAND TOTAL		77,438,090	14,276,476	35,065,919	49,342,395	28,095,695	36.3%	77,450,789	(12,699)

Groton Public Schools

Date prep:		FY22 Budget Summary Review							
10/20/21 11:37 AM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 10/20/2021	Under/(Over)
Salaries									
Administrators									
48 Administrators	105	1,143,399	370,006	851,116	1,221,122	(77,723)	(6.8%)	1,146,202	(2,803)
49 Principals	106	1,127,065	343,562	778,183	1,121,745	5,320	0.5%	1,127,065	-
50 Asst. Principals/Sp.Ed. Supv	107	2,206,784	677,640	1,529,091	2,206,731	53	0.0%	2,206,731	53
51 6-12 Curriculum Coordinators	108	171,203	52,678	118,525	171,203	(0)	(0.0%)	171,203	(0)
52 Athletic Director	109	128,217	30,053	108,190	138,243	(10,026)	(7.8%)	138,243	(10,026)
53		4,776,668	1,473,938	3,385,105	4,859,044	(82,376)	(1.7%)	4,789,444	(12,776)
Teachers									
54 Classroom Teachers	101 & 151	24,778,163	3,828,500	20,831,164	24,659,664	118,499	0.5%	24,857,913	(79,750)
55 Sp.Ed Certified	102	7,704,186	1,188,500	6,497,524	7,686,024	18,162	0.2%	7,686,024	18,162
56 Media Specialist	103	689,386	103,440	570,370	673,810	15,576	2.3%	673,810	15,576
57 Guidance	104	1,128,246	174,201	954,997	1,129,198	(952)	(0.1%)	1,129,198	(952)
58 Adult Ed	124	40,903	4,695	0	4,695	36,208	88.5%	40,903	-
59 Tutors	125 & 152	423,247	82,655	0	82,655	340,592	80.5%	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	5,445,983	28,854,054	34,300,038	891,188	2.5%	35,238,190	(46,964)
Non-Cert Aides									
63 Reg.Ed Aides - Kindergarten	110 & 130	412,952	50,827	0	50,827	362,125	87.7%	412,952	-
64 Sp.Ed Aides - Para I & Para II	111 & 131	2,782,766	131,733	0	131,733	2,651,033	95.3%	2,782,766	-
65 School Bus Aides	136	410,004	83,138	0	83,138	326,866	79.7%	410,004	-
66 Other Aides	139	12,320	7,007	0	7,007	5,313	43.1%	12,320	-
67		3,618,042	272,704	0	272,704	3,345,338	92.5%	3,618,042	0
Substitute									
68 Substitute Sp.Ed Certified	121	84,011	105	0	105	83,906	99.9%	71,102	12,909
69 Substitute Reg.Ed Certified	120	912,763	115,457	0	115,457	797,306	87.4%	913,514	(751)
70		996,774	115,562	0	115,562	881,212	88.4%	984,616	12,158
Clerical									
71 Clerical	112*113*114*132*133*134*143*144	1,893,198	532,034	49,562	581,597	1,311,601	69.3%	1,893,630	(432)
Custodial/Maintenance/Techs									
72 Custodial	117 & 137	1,887,198	441,095	51,860	492,955	1,394,243	73.9%	1,887,198	-
73 Maintenance	118 & 138	835,584	209,958	52,456	262,414	573,170	68.6%	822,989	12,595
74 Custodial/Maintenance Overtime	147 & 148	106,500	18,127	0	18,127	88,373	83.0%	106,068	432
75 Technicians	129 & 149	719,969	217,945	107,737	325,682	394,287	54.8%	694,412	25,557
76		3,549,251	887,125	212,053	1,099,179	2,450,072	69.0%	3,510,667	38,584
Security									
77 Security/Supervision	128	149,542	56,508	0	56,508	93,034	62.2%	149,542	-
78 Total Salaries		50,174,701	8,783,856	32,500,775	41,284,631	8,890,070	17.7%	50,184,130	(9,429)
Benefits									
Health Insurance									
79 Group Ins. Prof	201	5,649,546	1,650,348	0	1,650,348	3,999,198	70.8%	5,645,544	4,002
80 Group Ins. Other	202	1,409,691	165,836	0	165,836	1,243,855	88.2%	1,413,693	(4,002)
81		7,059,237	1,816,184	0	1,816,184	5,243,053	74.3%	7,059,237	0
Workers Comp & Town Pension									
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
Social Security & Medicare									
85 Social Security	212	727,779	143,974	0	143,974	583,805	80.2%	728,298	(519)
86 Medicare	214	728,450	197,573	0	197,573	530,877	72.9%	728,082	368
87		1,456,229	341,547	0	341,547	1,114,682	76.5%	1,456,381	(152)
Other Employee Benefits									
88 Retirement Awards	222	0	46,713	0	46,713	(46,713)		46,713	(46,713)
89 Unemployment	223	50,000	0	0	0	50,000	100.0%	32,483	17,517
90 Tuition Reimb Certified	224	101,000	55,096	0	55,096	45,904	45.4%	101,000	-
92 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
93		152,500	101,809	0	101,809	50,691	33.2%	181,695	(29,195)
94 Total Benefits		9,620,080	2,259,540	0	2,259,540	7,360,540	76.5%	9,649,427	(29,347)

Groton Public Schools

Date prep:		FY22 Budget Summary Review							
10/20/21 11:37 AM									
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Purchased Services									
Instructional Services									
95 Instructional Services	321 & 323	117,599	59,003	85	59,088	58,511	49.8%	118,738	(1,139)
96 Instruct Improvement Services	322 & 324	44,500	8,941	2,425	11,366	33,134	74.5%	44,684	(184)
97		162,099	67,944	2,510	70,454	91,645	56.5%	163,422	(1,323)
Professional Services									
98 Professional Services	331	254,739	168,079	30,057	198,136	56,603	22.2%	257,640	(2,901)
99 Other Professional Services	332	608,971	58,319	247,107	305,426	303,545	49.8%	576,937	32,034
100 OT & PT Services	333	671,345	14,214	547,402	561,616	109,729	16.3%	671,345	-
101 Legal Services	334	70,350	11,283	0	11,283	59,067	84.0%	70,350	-
102		1,605,405	251,895	824,566	1,076,461	528,944	32.9%	1,576,272	29,133
Athletic Officials & Other Athletic Services									
103 Athletic Officials	341	61,850	14,566	0	14,566	47,284	76.4%	61,791	59
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%	75,291	59
Computer Network Services									
106 Computer Network Services	343	148,773	129,608	3,579	133,187	15,586	10.5%	148,773	-
107 Total Purchased Services		1,991,627	465,413	830,655	1,296,067	695,560	34.9%	1,963,758	27,869
Property Services									
Water/Sewer									
108 Water	410	65,527	10,243	333	10,575	54,952	83.9%	65,527	-
109 Sewer	411	34,274	5,952	0	5,952	28,322	82.6%	34,274	-
110		99,801	16,195	333	16,528	83,274	83.4%	99,801	0
Trash & Snow Removal									
111 Trash Removal	421	86,600	22,533	70,470	93,003	(6,403)	(7.4%)	93,003	(6,403)
112 Snow Removal	422	50,000	0	0	0	50,000	100.0%	50,000	-
113		136,600	22,533	70,470	93,003	43,597	31.9%	143,003	(6,403)
Repair/Maintenance									
114 Equipment Repairs	430	116,791	20,170	3,090	23,260	93,531	80.1%	117,124	(333)
115 Grounds Repairs	431	184,989	124,113	2,890	127,003	57,986	31.3%	184,989	-
116 General Bldg Repairs	432	30,066	245	0	245	29,821	99.2%	21,486	8,580
117 Painting	433	5,045	9,515	0	9,515	(4,470)	(88.6%)	9,515	(4,470)
118 Heat & Plumbing	434	50,947	11,148	7	11,154	39,793	78.1%	50,947	-
119 Electrical	435	9,479	1,047	664	1,711	7,768	81.9%	9,479	-
120 Extermination Services	490	11,363	4,324	260	4,584	6,779	59.7%	11,363	-
121 Bldg Fire Protection	491	46,357	12,458	4,642	17,100	29,257	63.1%	46,357	-
123 Other Purch Services	499	24,146	5,566	0	5,566	18,580	76.9%	24,146	-
124		479,183	188,584	11,553	200,137	279,046	58.2%	475,406	3,777
Rental									
125 Rental	441	132,605	24,706	65,721	90,427	42,178	31.8%	132,605	-
126 Total Property Services		848,189	252,019	148,076	400,095	448,094	52.8%	850,816	(2,627)
Transportation, Insurance, Communications, Tuition									
Transportation: Schools									
127 Reg.Ed Pupil Transportation	510 & 516	3,118,189	344,761	0	344,761	2,773,428	88.9%	3,118,189	0
128 Sp.Ed - Trans - STA	511	1,160,504	199,641	0	199,641	960,863	82.8%	1,160,504	(0)
129 Sp.Ed - Trans - Curtin	512	920,731	67,586	102	67,688	853,043	92.6%	920,731	-
130 Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
131		5,211,674	611,988	102	612,090	4,599,584	88.3%	5,211,674	0
Transportation: Other									
132 Transportation - Athletics	587	117,350	0	21,148	21,148	96,202	82.0%	117,613	(263)
133 Transportation - Field Trips	588	58,898	4,000	1,726	5,726	53,172	90.3%	59,803	(905)
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	5,385	22,874	28,259	166,159	85.5%	195,726	(1,308)
Transportation: Staff									
138 Travel - Education	580 & 581	8,700	523	0	523	8,177	94.0%	8,700	-
139 Travel - Admin	582 & 583	29,100	7,289	0	7,289	21,811	75.0%	26,349	2,751
140 Travel - Conferences	584	79,120	2,481	0	2,481	76,639	96.9%	78,120	1,000
141		116,920	10,292	0	10,292	106,628	91.2%	113,169	3,751
Liability & Accident Insurance									
142 Liability Insurance	522	325,149	298,124	0	298,124	27,025	8.3%	328,124	(2,975)
143 Accident Insurance	525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144		340,321	312,534	0	312,534	27,787	8.2%	342,534	(2,213)

Groton Public Schools

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10/20/21 11:37 AM									
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Communications									
145 Telephone, Telephone Repairs	530	67,925	50,902	0	50,902	17,023	25.1%	67,925	-
146 Postage	531	41,350	7,310	330	7,640	33,710	81.5%	41,406	(56)
147 Advertisement	540	5,000	2,030	2,949	4,979	21	0.4%	5,000	-
148 Minorily Recruitment	541	5,000	(4,000)	0	(4,000)	9,000	180.0%	5,000	-
149 Printing Admin	550	11,542	2,299	1,074	3,373	8,169	70.8%	11,542	-
150 School Publications	551 & 552	3,500	400	0	400	3,100	88.6%	3,500	-
151		134,317	58,941	4,353	63,294	71,023	52.9%	134,373	(56)
Tuition: Special Education									
152 Sp.Ed Vocational	561	461,250	10,133	0	10,133	451,117	97.8%	461,250	-
153 Sp.Ed BoE Placements	562	2,557,392	179,159	1,396,910	1,576,069	981,323	38.4%	2,557,392	-
154 Sp.Ed State Placements	563	600,000	65,184	11,620	76,803	523,197	87.2%	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	256,068	1,408,530	1,664,598	2,816,692	62.9%	4,481,290	0
Tuition: Other									
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	1,482,209	1,435,858	2,898,067	8,831,732	75.3%	11,726,624	3,175
Supplies									
Instructional Supplies									
162 General Classroom	601	117,527	7,189	11,069	18,258	99,269	84.5%	108,956	8,571
163 Science	602	26,320	1,855	2,818	4,674	21,646	82.2%	26,320	-
164 Arts & Crafts	603	23,577	4,399	10,862	15,261	8,316	35.3%	23,883	(306)
165 Phys. Ed	604	13,540	766	934	1,700	11,840	87.4%	13,273	267
166 Music	605	22,700	1,640	3,056	4,696	18,004	79.3%	22,700	-
167 Kindergarten	606	5,600	442	0	442	5,158	92.1%	5,600	-
168 Pupil Tests	607	70,700	6,338	6,592	12,930	57,770	81.7%	70,700	-
169 Tech. Ed	609	7,500	0	0	0	7,500	100.0%	7,500	-
170 Home Ec Supplies	613	12,700	700	186	886	11,814	93.0%	12,700	-
171 Sp.Ed Supplies	615	56,000	10,396	6,557	16,953	39,047	69.7%	56,000	-
172 Athletic Supplies	616	52,554	5,307	9,290	14,597	37,957	72.2%	52,937	(383)
173 Math Supplies	617	11,082	0	1,200	1,200	9,882	89.2%	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	508	0	508	5,992	92.2%	6,500	-
177 School Library Supplies	623	5,250	540	408	948	4,302	82.0%	5,250	-
178 Food, Drink, Snacks	628	23,000	6,136	941	7,077	15,923	69.2%	24,317	(1,317)
180		459,950	46,216	53,913	100,129	359,821	78.2%	453,118	6,832
Computer Supplies									
181 Computer Supplies	610 & 611	92,700	7,740	5,958	13,698	79,002	85.2%	92,851	(151)
182 Software	612	195,406	396,678	8,398	405,076	(209,670)	(107.3%)	196,945	(1,539)
183		288,106	404,418	14,356	418,775	(130,669)	(45.4%)	289,796	(1,690)
Electricity & Heating									
184 Electricity	631	972,729	281,268	20,394	301,663	671,066	69.0%	972,729	-
185 Propane/Natural Gas	632	294,355	35,300	101	35,400	258,955	88.0%	294,355	-
186 Heating Oil	633	193,986	39,725	0	39,725	154,261	79.5%	193,986	-
187		1,461,070	356,293	20,495	376,788	1,084,282	74.2%	1,461,070	0
Transportation Supplies									
188 Diesel for School Buses	634	128,439	29,989	0	29,989	98,450	76.7%	128,439	-
189 Gas for Maintenance	656	41,996	3,148	2,130	5,278	36,718	87.4%	41,996	-
190		170,435	33,137	2,130	35,267	135,168	79.3%	170,435	0
Textbooks & Library Books									
191 Textbooks	640	61,415	7,815	7,894	15,709	45,706	74.4%	65,168	(3,753)
192 Workbooks	641	19,410	5,256	0	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	111	1,410	1,521	20,179	93.0%	21,700	-
195 Periodicals	647	2,700	205	0	205	2,495	92.4%	2,700	-
196		106,175	13,386	9,304	22,690	83,485	78.6%	109,928	(3,753)

Groton Public Schools

Date prep:		FY22 Budget Summary Review							
10/20/21 11:37 AM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 10/20/2021	Under/(Over)
Facility/Maintenance Supplies									
197 Equipment Repair	650	28,503	3,258	336	3,594	24,909	87.4%	28,503	-
198 Grounds Supplies	651	18,862	5,876	1,470	7,346	11,516	61.1%	18,862	-
199 General Bldg Repair	652	65,101	11,146	7,338	18,484	46,617	71.6%	63,147	1,954
200 Painting	653	2,500	4,386	68	4,454	(1,954)	(78.2%)	4,454	(1,954)
201 Heat & Plumbing	654	34,057	10,677	5,394	16,071	17,986	52.8%	34,057	-
202 Electrical	655	30,250	9,402	2,156	11,558	18,692	61.8%	30,250	-
203 Safety Supplies	657 & 659	13,555	6,198	0	6,198	7,357	54.3%	12,755	800
204 Custodial Supplies	658	143,982	34,437	4,760	39,197	104,785	72.8%	143,982	-
205		336,810	85,380	21,522	106,902	229,908	68.3%	336,010	800
Other Supplies									
206 Sup Serv Guid Imp Ins	621	24,400	5,153	3,352	8,505	15,895	65.1%	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	1,641	317	1,958	11,152	85.1%	13,110	-
209 School Admin Supplies	627	15,800	2,199	6,706	8,905	6,895	43.6%	17,911	(2,111)
210 Professional Materials	690	24,300	7,415	72	7,487	16,813	69.2%	24,256	44
212		85,112	33,649	20,437	54,085	31,027	36.5%	87,179	(2,087)
213 Total Supplies		2,907,658	972,479	142,157	1,114,636	1,793,022	61.7%	2,907,536	122
Equipment									
Instructional Equipment									
214 Replace Instr Equip	730	12,730	2,690	0	2,690	10,040	78.9%	11,070	1,660
215 Add Instr Equipment	735	54,471	1,843	4,597	6,241	48,230	88.5%	35,671	18,800
216		67,201	4,334	4,597	8,931	58,270	86.7%	46,742	20,459
Non-Instructional Equipment									
217 Replace Non-Instr Equipment	731	10,000	2,081	2,221	4,301	5,699	57.0%	13,737	(3,737)
218 Add Non-Instr Equipment	736	0	15,582	947	16,529	(16,529)		16,509	(16,509)
219		10,000	17,662	3,168	20,830	(10,830)	(108.3%)	30,246	(20,246)
220 Total Equipment		77,201	21,996	7,765	29,761	47,440	61.4%	76,988	213
Dues - Fees									
Dues/Fees									
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	268	12,744	2,906	18.6%	16,194	(544)
223 School Admin Dues	812	43,669	22,595	265	22,860	20,809	47.7%	45,694	(2,025)
224 Other Dues	819	3,975	2,806	100	2,906	1,069	26.9%	4,081	(106)
225 Total Dues/Fees		88,835	58,965	633	59,598	29,237	32.9%	91,510	(2,675)
226 Grand Total		77,438,090	14,276,476	35,065,919	49,342,395	28,095,695	36.3%	77,450,789	(12,699)

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

		FY22			FY22			10/20/2021	
Function		Budget	Expended	Encumbered	Total	Remaining		FY22	
No.	Description	2021-2022	2021-2022	2021-2022	2021-2022	Balance	%	Estimated	Under/ (Over)
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,269,421	2,051,598	9,077,113	11,128,710	2,140,711	16.1%	13,395,445	(126,024)
1102	FUNCTION-1102 ART	670,468	104,848	486,089	590,937	79,531	11.9%	670,774	(306)
1104	FUNCTION-1104 LANGUAGE ARTS	2,310,517	355,941	1,667,640	2,023,581	286,936	12.4%	2,372,620	(62,103)
1105	FUNCTION-1105 WORLD LANGUAGES	1,378,697	215,827	1,036,929	1,252,756	125,941	9.1%	1,456,296	(77,599)
1106	FUNCTION-1106 CONSUMER SCIENCE	149,479	21,161	95,977	117,138	32,341	21.6%	149,479	-
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	636,478	95,733	438,074	533,808	102,670	16.1%	638,458	(1,980)
1108	FUNCTION-1108 MATHEMATICS	2,151,284	317,580	1,496,248	1,813,828	337,457	15.7%	2,101,746	49,538
1109	FUNCTION-1109 MUSIC	731,431	92,579	426,433	519,013	212,418	29.0%	707,386	24,045
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,174,615	156,682	717,751	874,433	300,182	25.6%	1,168,757	5,858
1111	FUNCTION-1111 SCIENCE	2,249,495	384,742	1,495,402	1,880,144	369,351	16.4%	2,225,268	24,227
1112	FUNCTION-1112 SOCIAL STUDIES	1,821,305	274,532	1,324,662	1,599,194	222,111	12.2%	1,813,860	7,445
1114	FUNCTION-1114 HEALTH EDUCATION	220,609	50,561	279,857	330,418	(109,809)	(49.8%)	222,945	(2,336)
1117	FUNCTION-1117 INTERN. BACCALAUREATE	67,250	22,249	0	22,249	45,001	66.9%	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	548,033	2,005	550,038	821,228	59.9%	1,399,798	(28,532)
1121	FUNCTION-1121 BUSINESS EDUCATION	323,696	49,758	220,145	269,902	62,794	18.9%	322,177	10,519
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	428,850	2,115,319	2,544,169	370,560	12.7%	2,875,222	39,507
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVICE	1,097,479	185,248	572,188	757,436	340,043	31.0%	1,081,677	15,802
Total Regular Instruction		32,699,370	5,466,770	21,451,831	26,918,602	5,780,768	17.7%	32,804,026	(104,656)
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,235,951	165,271	595,173	760,444	475,507	38.5%	1,237,995	(2,044)
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	117,977	151,567	269,544	522,529	66.0%	679,218	112,855
1230	FUNCTION-1230 SPECIAL EDUCATION	8,176,457	924,101	3,666,592	4,590,693	3,585,764	43.9%	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	18,107	84,891	102,999	4,225	3.9%	107,224	-
Total Special Instruction		10,358,594	1,225,456	4,498,223	5,723,679	4,634,915	44.7%	10,283,164	75,430
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	84,133	8,381	10,567	18,947	65,186	77.5%	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	215,381	10,567	225,947	68,186	23.2%	291,133	3,000
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	810,389	72,780	143,528	216,309	594,080	73.3%	810,214	175
TOTAL INSTRUCTION		44,162,486	6,980,388	26,104,150	33,084,537	11,077,949	25.1%	44,188,536	(26,050)
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	878,367	259,923	434,242	694,164	184,203	21.0%	878,014	353
2110	FUNCTION-2110 SOCIAL WORK SERVICES	355,751	56,958	236,605	293,563	62,188	17.5%	356,284	(533)
2120	FUNCTION-2120 GUIDANCE SERVICES	1,595,294	258,572	955,504	1,214,077	381,217	23.9%	1,594,601	693
2130	FUNCTION-2130 HEALTH SERVICES	1,237,137	70,812	793,849	864,661	372,476	30.1%	1,205,019	32,118
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,241,410	186,529	880,795	1,067,324	174,086	14.0%	1,220,488	20,922
2150	FUNCTION-2150 SPEECH & HEARING SERVICES	1,162,998	186,686	897,145	1,083,831	79,167	6.8%	1,220,122	(57,124)
Total Support Services - Pupils		6,470,957	1,019,479	4,198,141	5,217,620	1,253,337	19.4%	6,474,526	(3,569)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - T&L	369,442	126,474	201,117	327,592	41,850	11.3%	347,912	21,530
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	94,980	6,354	101,335	134,229	57.0%	237,991	(2,427)
Total Support Services - Staff		620,767	221,455	207,472	428,927	191,840	30.9%	601,121	19,646
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERVICE	30,241	21,303	2,536	23,839	6,402	21.2%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SER	1,565,287	370,421	373,379	743,800	821,487	52.5%	1,592,532	(27,245)
2313	FUNCTION-2313 BUSINESS OFFICE	976,596	185,388	109,360	294,747	681,849	69.8%	986,487	(9,891)
2410	FUNCTION-2410 SCHOOL ADMINISTRATION	4,278,680	1,268,907	1,977,805	3,246,712	1,031,968	24.1%	4,293,625	(14,945)
Total General Support Services		6,850,804	1,846,019	2,463,080	4,309,099	2,541,705	37.1%	6,902,885	(52,081)
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENANCE	6,830,961	1,860,826	329,708	2,190,535	4,640,426	67.9%	6,819,417	11,544
2520	FUNCTION-2520 PUPIL TRANSPORTATION	5,837,953	778,376	49,664	828,040	5,009,913	85.8%	5,837,953	0
2540	FUNCTION-2540 COMPUTER SUPPORT SERVICES	1,504,213	855,671	305,175	1,160,846	343,367	22.8%	1,466,401	37,812
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	253	0	253	2,247	89.9%	2,500	-
Total Operational Services		14,175,627	3,963,200	684,547	4,647,748	9,527,879	67.2%	14,126,271	49,356
TOTAL SUPPORT SERVICES		28,118,155	7,050,153	7,553,240	14,603,393	13,514,762	48.1%	28,104,804	13,351
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	245,935	1,408,530	1,654,465	3,406,434	67.3%	5,060,899	0
GRAND TOTAL		77,438,090	14,276,476	35,065,919	49,342,395	28,095,695	36.3%	77,450,789	(12,699)
									-0.02%

Cost vs Budget Dashboard - data through August 2021

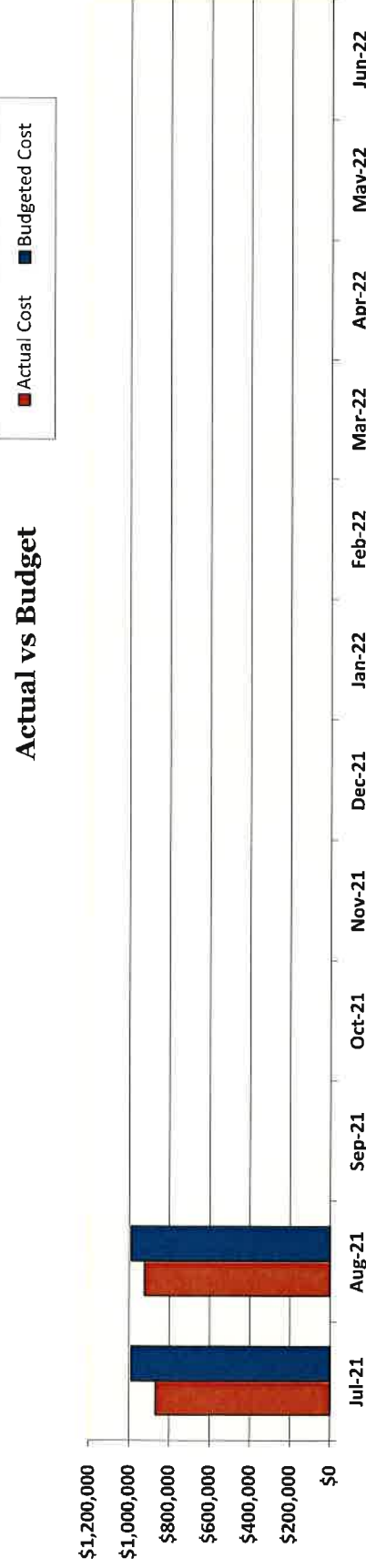
BOE Groups Active & Retired

Self Insured - All Coverages All Enrollees

Date	Net Medical Paid				Rx Paid Claims			Dental Paid		Total Net Paid		Claim/Admin. Cost		BOE Monthly		Variance - Total	
	Lives	Claims			Claims			Claims		Claims		Total Fixed Costs	Total Cost	Budget*		Cost vs BOE 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	569	\$608,837			\$192,488			\$33,974		\$835,299		\$87,629	\$922,928	\$990,851		(\$67,923)	93.1%
Sep-21																	
Oct-21																	
Nov-21																	
Dec-21																	
Jan-22																	
Feb-22																	
Mar-22																	
Apr-22																	
May-22																	
Jun-22																	
YTD	1139	\$1,267,472			\$289,247			\$59,307		\$1,616,026		\$175,384	\$1,791,410	\$1,981,702		(\$190,292)	90.4%

Budget vs. Actual Cost

Actual vs Budget



Total fixed costs is taken from segmented Anthem Report 4 dated 3/9/21 plus Network Access Fees of \$190,427

*BOE monthly budget based on non-weighted Anthem proposal dated 3/9/21

Groton Public Schools
 Alliance District Buildings Grant
 Completed Projects - 8/31/21

Project Name	Location	Budget	Final Cost
Access Control	Northeast Academy	19,144.00	25,774.00
Access Control	Catherine Kolnaski	19,144.00	19,144.00
Fire Alarm System Replacement	Charles Barnum	95,000.00	56,127.66
Network Wiring	Fitch High School	35,000.00	24,013.84
Network Wiring	Charles Barnum	50,000.00	23,345.85
Network Wiring	Central Office	23,000.00	65,567.97
Phone System	District	236,310.82	285,791.19
		<hr/>	
		477,598.82	499,764.51
Overage to be funded through DOD Supplemental Impact Aid			22,165.69

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 pertaining 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 alleged harasser that it cease, the employee shall have the option of pursuing either an informal complaint procedure designed to educate the alleged 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.

The appeal process consists of filing a written appeal to the Superintendent, who shall review the investigators 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 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 pertaining 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 (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)
Gebbsen 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 alleged 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 alleged 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.

The appeal process consists of filing 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 in writing, as soon as possible.

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

Regulation adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Students

Health Assessments and Immunizations

The Board of Education (Board) recognizes the importance of periodic health assessments, including oral health assessments, according to state health regulations.

The Board of Education adheres to those state laws and regulations that pertain to school immunizations and health assessments, including oral health assessments. It is the policy of the Board of Education to ensure that all enrolled students are adequately immunized against communicable diseases. The Board may deny continued attendance in school to any student who fails to obtain the health assessments required under C.G.S. 10-206, as may be periodically amended.

To determine health status of students and to find whether some special adaptation of the school program may be necessary, the Board of Education requires that students have health assessments when they start school.

There is no grace period to provide health and immunization; however, per the Interstate Commission on Educational Opportunity for Military Children and the McKinney-Vento Homeless Assistance Act for homeless students, there will be a 30 school day grace period for those students, from the first day the student attends school, to provide proof of the required health assessments and immunizations.

The Superintendent shall designate the school nurse to receive reports of health assessments and immunizations from health care providers.

Parents/guardians wishing their children exempted or excused from health assessments on religious grounds must present such exemption to the Superintendent of Schools, or his/her designee in writing. This request must be signed by the parent/guardian.

~~Parents/guardians wanting their children excused from immunizations on religious grounds (prior to kindergarten entry and grade 7 entry) must present a request for such exemption in writing to the Superintendent of Schools if such immunization is contrary to the religious beliefs of the child or of the parent/guardian of the child. The request must be officially acknowledged by a notary public or a judge; a clerk or deputy clerk of a court having a seal; a town clerk, a justice of the peace, a Connecticut licensed attorney, or a school nurse.~~

Parents/guardians may present a medical exemption form developed by the Department of Public Health (DPH), posted on the DPH website, that their medical provider believes a required vaccination is medically contraindicated for their child based on the child's medical condition. The DPH form is to be signed by a physician, physician assistant or advanced practice registered nurse.

Any child enrolled in kindergarten through twelfth grade on or before April 28, 2021, and whose parents/guardians had presented a religious exemption written request before April 28, 2021, will be permitted continued use of the exemption even if such child transfers to another school in Connecticut.

Any child enrolled in pre-school or pre-kindergarten on or before April 28, 2021, whose parents/guardians submitted the statement necessary for the religious exemption, will have until September 1, 2022 to comply with Connecticut's required immunizations, or within fourteen days after transferring to a different public or private school program, whichever is later. The deadline for such pre-school or pre-kindergarten student to comply with the immunization requirements can be altered if the school/district is provided with a written declaration from the child's physician, physician assistant or advanced practice registered nurse recommending a different immunization schedule for the child.

According to State statutes (Connecticut General Statutes Sections 19a-7f and 10-204a), no child may be admitted to a licensed child care program or school without proof of immunization or a statement of exemption. Parents/guardians claiming a medical exemption on the bases that a given immunization is medically contraindicated should complete the

Connecticut Department of Public Health Medical Exemption Certificate Statement and attach a letter signed by a physician licensed to practice medicine stating that, in the physician's opinion, such immunization is medically contraindicated and return it to the school. The letter must include the child's name, birth date, the vaccine(s) for which exemption is being filed, the condition that contraindicates vaccination, and the physician's signature and contact information.

It is the responsibility of the principal to ensure that each student enrolled has been adequately immunized and has fulfilled the required health assessments. The school nurse shall check and document immunizations and health assessments on all students enrolling in school and report the status to the school principal. The school nurse shall also contact parents or guardians to make them aware if immunizations and/or health assessments are insufficient or not up-to-date. The school nurse will maintain in good order the immunization and health assessment records of each student enrolled.

The school nurse who is required to verify the immunization status for children enrolled in district schools, pre-kindergarten to grade 12, inclusive, pursuant to C.G.S. 10-204a, shall be provided with sufficient information on the children living within his/her jurisdiction and is listed on the Department of Public Health's registry of immunization status. The school nurse is authorized to determine which children in their jurisdiction are overdue for scheduled immunizations and provide outreach to help get them vaccinated.

Students born in high risk countries and entering school in Connecticut for the first time, should receive either TST (tuberculin skin test) or IGRA (interferon-gamma release assay). Any individual found to be positive shall have an appropriate medical management plan developed that includes a chest radiograph.

Students not already known to have a positive test for tuberculosis should be tested if they meet any of the risk factors for TB infection, as described in the administrative regulations accompanying this policy.

No record of any student's medical assessment may be open to the public.

As required, the district will report, ~~beginning in October 2017~~, on a triennial basis, to the Department of Public Health and to the local Health Director the asthma data, pertaining to the total number of students per school and for the district, obtained through the required asthma assessments, including student demographics. Such required asthma diagnosis shall occur at the time of mandated health assessment at the time of enrollment, in either grade six or seven, and in grade ten or eleven. Such asthma diagnosis shall be reported whether or not it is recorded on the health assessment form at the aforementioned intervals. The district, as required, will also participate in annual school surveys conducted by the Department of Public Health pertaining to asthma.

As required, the district will annually report to the Department of Public Health information required on the School Immunization Entry Survey.

The Superintendent of Schools shall give written notice to the parent/guardian of each student who is found to have any defect of vision or disease of the eyes, with a brief statement describing such defect or disease and a recommendation that the student be examined by an appropriately licensed optometrist or ophthalmologist.

Note: PA 18-168 requires boards of education to request that students have an oral health assessment prior to public school enrollment, in grade 6 or 7, and in grade 9 or 10. The legislation establishes related requirements on providers authorized to perform the assessments, parental consent assessment forms, and records access. The specifics are detailed in the administrative regulation pertaining to this policy.

Legal Reference: Connecticut General Statutes

10-204a Required immunizations (as amended by P.A. 15-174, ~~and~~ P.A. 15-242, ~~and~~ P.A. 21-6)

10-204c Immunity from liability

10-205 Appointment of school medical adviser

10-206 Health assessments (as amended by PA 17-146 and PA 18-168)

10-206a Free health assessments

10-207 Duties of medical advisors

10-208 Exemption from examination or treatment
10-208a Physical activity of student restricted; board to honor notice
10-209 Records not to be public. Provision of reports to school.
10-212 School nurses and nurse practitioners
10-214 Vision, audiometric and postural screenings. When required. Notification of parents re defects; record of results. (as amended by PA 17-~~173~~ 146)
Department of Public Health, Public Health Code, 10-204a-2a, 10-204a-3a, 10-204a-4
~~Section 4 of PA 14-231~~
Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C. 1232g)
~~P.L. 93-568; codified as 20 U.S.C. 1232g~~
42 U.S.C. 1320d-1320d-8 P.L. 104-191, Health Insurance Portability and Accountability Act of 1996 (HIPAA)
PA 17-146 "An Act Concerning the Department of Public Health's Various Revisions to the Public Health Statutes," Section 5, effective 10/1/17
PA 18-168 An Act Concerning the Department of Public Health's Recommendations Regarding Various Revisions to the Public Health Statutes, Sections 7-9, 539 & 540

Policy Adopted: July, 1979
Revised: May 9, 1994
November 23, 2015
June 24, 2019

GROTON PUBLIC SCHOOLS
Groton, Connecticut

GROTON BOARD OF EDUCATION 2022 MEETING SCHEDULE

Policy Committee 5:00 p.m. Central Office, Room 5 (1 st Monday of Month)	Finance/Facilities Committee 6:00 p.m. Central Office, Room 5 (1 st Monday of Month)	Curriculum Committee 5:00 p.m. Central Office, Room 4 (3 rd Monday of Month)	Committee of the Whole 6:00 p.m. Central Office, Room 11 (2 nd & 3 rd Monday of Month)	Regular Meeting 6:00 p.m. Town Hall Annex, CR 1 (4 th Monday of Month)
January 3	January 3	January 18 (Tuesday)	January 10 January 18 (Tuesday)	January 24
February 7	February 7	February 23 (Wednesday)	February 14 February 23 (Wednesday)	February 28
March 7	March 7	March 21	March 14, March 21	March 28
April 4	April 4	April 18	April 11 April 18 (Spring Break)	April 25
May 2	May 2	May 16	May 9, May 16	May 23 (venue FHS)
June 6	June 6	June 20	June 13, June 20	June 27
July (no meeting)	July (no meeting)	July 18	July 11, July 18	July 25
August 1	August 1	August 15	August 8, August 15	August 22
September 6 (Tuesday)	September 6 (Tuesday)	September 19	September 12, September 19	September 26
October 3	October 3	October 17	October 11 (Tuesday) October 17	October 24
November 7	November 7	November 21	November 14, November 21	November 28
December 5	December 6 (Tuesday)	December 19	December 5 (1 st Monday)	December 12 (2 nd Monday)

For Information Only:

- Town & City Councils/RTM/BOE Liaison Committee - meets the 1st Wednesday of the month @ 5:30 p.m.
- Groton Scholarship Fund - meets the 3rd Thursday of the month @ 5:00 p.m.
- LEARN Board of Directors - meets the 2nd Thursday of the month @ 9:00 a.m.

PREFERRED MAXIMUM CLASS SIZE GUIDELINES

ACADEMICPREFERRED MAXIMUM CLASS SIZE

Kindergarten – 1	20
Grades 2-3	23
Grades 4-12	25
Remedial Self-Contained 6-12	14
Remedial Individual/Small Group	40 (total teacher load)

SPECIAL AREAS

Technology Education (9-12)	20
Culinary Arts (9-12)	16
General Music (K-12)	25
Art (9-12)	20
Physical Education (6-12)	30

PUPIL – TEACHER RATIOS FOR SUPPORT PERSONNEL

Guidance Counselors	200:1
Library/Media Specialist	500:1
Special Education:	
Self-contained	12:1
Resource Room	20:1