

**GROTON BOARD OF EDUCATION
REGULAR MEETING
NOVEMBER 22, 2021 @ 6:00 P.M.
CENTRAL OFFICE, ROOM 11**

NOTE: This meeting is being held in-person. For those attending via Zoom, please click on the meeting under District Calendar for the Zoom link.

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

A. Board Member Service - Lee White (6 years), Rosemary Robertson (5 years), Jane Giulini (4 years)

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. Blue Ribbon Acknowledgement
2. Attendance Matters Report
3. CT State Department of Education Alliance Visit

B. Reports and Information from the Staff

1. Assistant Superintendent Report
 - Information re: School Counseling (Attachment #1)

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS (Cont'd)

B. Reports and Information from the Staff (Cont'd)

2. Business Manager Report
 - Minimum Wage Proposal (Attachment #2)
 - FY23 Initial Budget Forecast based on Staffing/Contracts
3. Director of Buildings and Grounds
 - Update re: Facilities
 - Solar Panels Report for MRMS and GMS

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 October 25, 2021 (Attachment #3)
2. Approval of the special meeting minutes of November 1, 2021 (Attachment #4)
3. Approval of the special meeting minutes of November 8, 2021 (Attachment #5)
4. Acceptance of Gifts
 - The West Side Junior High/Middle School Reunion Committee has donated \$920 to the Groton Middle School Student Council

B. Old Business

1. Discussion and possible action re: a second reading of policy P5141.3 Health Assessments and Immunizations (Attachment #6)

MOTION: To approve policy P5141.3 Health Assessments and Immunizations as a second reading.

C. New Business

1. Discussion and possible action re: a first reading of policy P4118.239 COVID-19 Vaccinations (Attachment #7)

MOTION: To approve policy P4118.239 COVID-19 Vaccinations as a first reading.

C. New Business (Cont'd)

2. Discussion and possible action re: approval of the preferred class size guidelines (Attachment #8)

MOTION: To approve the preferred class size guidelines.

3. Discussion and possible action re: the minimum wage proposal

MOTION: To approve the minimum wage proposal.

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

Date	Meeting	Location	Time
Dec. 6	Policy	CO, Room 5	5:00 p.m.
Dec. 6	COW	CO, Room 11	6:00 p.m.
Dec. 13	Special	CO, Room 11	5:45 p.m.
Dec. 13	Regular	CO, Room 11	6:00 p.m.

Meetings w/Town Bodies:

Dec. 1	Town & City Councils/RTM/BOE	CO, Room 11	5:00 p.m.
Dec. 2	PSBC	THA, CR 2	6:00 p.m.
Dec. 16	PSBC	THA, CR 2	6:00 p.m.

- B. Suggested Agenda Items

XI. ADJOURNMENT



Guidance Counselor vs. School Counselor



Historically, the term “guidance counselor” was used to refer to counselors working in the schools. This term has evolved to “school counselor” as the scope of duties has changed and evolved. Although some schools still used the outdated “guidance counselor” term, the American School Counselor Association encourages the use of “school counselor” to more accurately reflect the role.

GUIDANCE COUNSELOR

- Reactive
- Services to some
- Impact measured via feelings and perceptions
- Ancillary role to school improvement process
- Work in isolation

SCHOOL COUNSELOR

- Proactive/data-driven
- Program for all
- Impact measured via achievement, attendance and behavior data
- Essential role in the school improvement process
- School counselors as school leaders
- Develop, manage and evaluate a comprehensive school counseling program

Excerpt from “*School Counseling Principles: Remembering the Past, Shaping the Future: A History of School Counseling*,” by Norman C. Gysbers, Ph.D.

“The terminology issue is still with us today. Is it guidance, counseling, guidance and counseling, or

counseling and guidance? The American School Counselor Association (ASCA) has come down firmly on the side of the term school counseling program although the literature still reflects the usage of various combinations of terms. The terminology issue also is reflected in personnel titles. Again, ASCA has come down firmly on the title school counselor, although the public still uses the title guidance counselor, and some school districts use the title guidance dean, going back to a title used earlier.

The terminology issue is interesting from a historical perspective too. Remember the first term was vocational guidance, and then many modifiers were placed in front of the word guidance. In the 1930s guidance became a service within pupil personnel services with five services: information, assessment, counseling, placement and follow-up. Then the counseling service assumed prominence, so the common labels used were guidance and counseling. Information and assessment continued to be a part of guidance and counseling, but placement and follow-up became less important and have now almost disappeared as active parts of school counseling. Following ASCA's lead, counseling became the label of choice as in school counseling programs. Guidance is still present but is used to label one of the delivery components of the program, namely, the guidance curriculum.”

REFERENCES

- American School Counselor Association (2012). *The ASCA national model: A framework for school counseling programs*, Third Edition. Alexandria, VA: Author.
- Gysbers, N. (2010). *Remembering the past, shaping the future: A history of school counseling*. Alexandria, VA: American School Counselor Association.
- Lambie, G. W., & Williamson, L. L. (2004). The challenge to change from guidance counseling to professional school counseling: A historical proposition. *Professional School Counseling*, 8(2), 124-131.

9/9/2021 updated 11/1/21

Min Wage Classification Analysis and Proposal 2021

CONFIDENTIAL

	Proposal			Min Wage 6/1/23	Future Budget impact Est at 2% 22-23 (7/1/22)
	21-22 (7/1/21)	21-22 (Jan 1, 2022)	Min Wage 7/1/22		
Sub Teacher **	\$94.50 (13.50 * 7)	\$105 (15.00 * 7)	\$14.00	\$15.00	\$15.30
Building Sub Teacher	\$105.00 (15.00 * 7)	\$125.00 (17.85 * 7)	\$14.00	\$15.00	\$18.21
Tutor PT	\$26.50	\$26.50	\$14.00	\$15.00	\$27.03
ISS Supervision	\$26.50	\$26.50	\$14.00	\$15.00	\$27.03
Security Guards	\$22.95	\$22.95	\$14.00	\$15.00	\$23.41
Custodian PT	\$16.83	\$17.17	\$14.00	\$15.00	\$17.51
Sub School Secretary	\$15.15	\$16.00	\$14.00	\$15.00	\$16.32
Summer School Secretary	\$15.15	\$16.00	\$14.00	\$15.00	\$16.32
Adult Ed Secretary	\$15.15	\$16.00	\$14.00	\$15.00	\$16.32
Lunch Program entry rate	\$15.55	\$16.00	\$14.00	\$15.00	\$16.32
Summer School Aide	\$13.50	\$15.00	\$14.00	\$15.00	\$15.30
Part time Aide	\$13.50	\$15.00	\$14.00	\$15.00	\$15.30
Bus Aide/Attendant	\$14.31	\$15.00	\$14.00	\$15.00	\$15.30
Tree House Aide	\$14.31	\$15.00	\$14.00	\$15.00	\$15.30
Summer Tree House Aide	\$13.00	\$15.00	\$14.00	\$15.00	\$15.30
Tree House Leader	\$15.15	\$17.00	\$14.00	\$15.00	\$17.34
Tree House Site Coord	\$16.93	\$19.00	\$14.00	\$15.00	\$19.38
Sub Para	\$13.50	\$15.00	\$14.00	\$15.00	\$15.30
Community Coordinator	\$13.00	\$15.00	\$14.00	\$15.00	\$15.30
Sub Lunch Program	\$13.00	\$15.00	\$14.00	\$15.00	\$15.30
Sub Custodian PT entry	\$13.50	\$15.00	\$14.00	\$15.00	\$15.30
Sub Custodian PT other	\$15.00	\$15.00	\$14.00	\$15.00	\$15.30
IT summer interns	\$13.00	\$15.00	\$14.00	\$15.00	\$15.30

Union Hourly:

Paraprofessionals entry rate	\$14.31			to be negotiated
RBT (Registered Behavior Technician Proposal	\$25.00			
Secretary entry rate	\$20.81			\$21.22
Custodian entry rate	\$19.58			\$19.97
Maintenance entry rate	\$25.35			\$25.85
IT entry rate	\$26.53			\$27.06

** need to match sub para rate

**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;
 - Me. 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
- 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

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>	64.5%	516

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:		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									
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	78.5%	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	587-596	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	85,380	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

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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)
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	684	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

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)
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 Minority 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	1,462,209	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	88.2%	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	(2,067)
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	1,643	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

Function No.	Description	FY22 Budget			FY22 Total	Remaining		10202021 FY22	Under/ (Over)
		Expended	Encumbered				Estimated		
		2021-2022	2021-2022	2021-2022	2021-2022	Balance	%	2021-2022	
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	332,696	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%

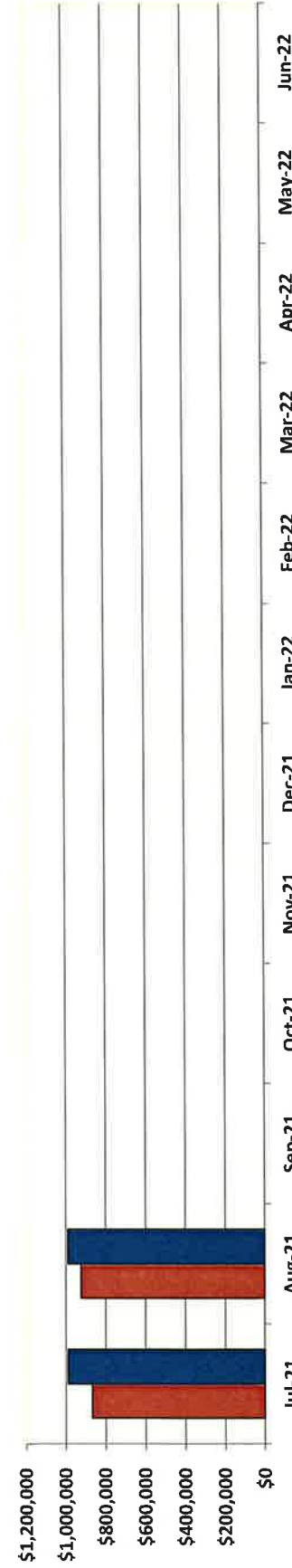
Cost vs Budget Dashboard - data through August 2021

BOE Groups Active & Retired

Self Insured - All Coverages All Enrollees											
Claim/Admin. Cost											
Date	Net Medical Paid		Rx Paid Claims		Dental Paid		Total Net Paid		Total Fixed Costs		Variance - Total Cost vs BOE Budget
	Lives	Claims			Claims		Claims				
Jul-21	570	\$658,635	\$96,759		\$25,333		\$780,727		\$87,755	\$868,482	(\$122,369)
Aug-21	569	\$608,837	\$192,488		\$33,974		\$835,299		\$87,629	\$922,928	(\$67,923)
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	(\$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

Updated: 10/6/21

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 (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 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

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
NOVEMBER 1 @ 7:00 P.M.
CENTRAL OFFICE, ROOM 19

Members Present: Chairman Kim Shepardson Watson, Vice Chairman Andrea Ackerman, Liz Porter, Jay Weitlauf, Lee White

Members Absent: Dean Antipas, Jane Giulini, Rosemary Robertson, Rita Volkmann

Also Present: Susan Austin, Denise Doolittle, Clint Kennedy, Jemal Davis, Valerie Davis-Howard

I. CALL TO ORDER

Chairman Shepardson Watson called the meeting to order at 7:01 p.m.

II. PROFESSIONAL DEVELOPMENT - UNCONSCIOUS BIAS AND COLLABORATING ACROSS DIFFERENCE

Kim Shepardson Watson introduced Valerie Davis-Howard, who facilitated the professional development.

III. ADJOURNMENT

MOTION: Ackerman, Porter; to adjourn at 9:00 p.m.
MOTION PASSED UNANIMOUSLY

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
NOVEMBER 8, 2021 @ 5:30 p.m.
CENTRAL OFFICE, ROOM 11

Members Present: Chairman Kim Shepardson Watson, Vice Chairman Andrea Ackerman, Dean Antipas, Elizabeth Porter, Rita Volkmann, Rosemary Robertson, Lee White

Members Absent: Jane Giulini

Also Present: Susan Austin, Phil Piazza, Ken Knight, Laurie LePine

I. CALL TO ORDER

Chairman Watson called the meeting to order at 5:30 p.m.

MOTION: Watson, White: To go into Executive Session at 5:31 p.m. for the purpose of discussing the ratification of the Groton Education Association contract for the period of September 1, 2022 to August 30, 2026.

PASSED - UNANIMOUSLY

The ratification of the Groton Education contract for the period of September 1, 2022 to August 30, 2026 was discussed. No action was taken.

The Board returned to regular session by consensus at 5:55 p.m.

MOTION: Watson, Porter: To ratify the Groton Education Association contract for the period of September 1, 2022 to August 30, 2026.

PASSED – UNANIMOUSLY

II. ADJOURNMENT

MOTION: Porter, Antipas: To adjourn at 5:58 p.m.

PASSED – UNANIMOUSLY

P 5141.3

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

Student Medical Exemption Certificate for Required Immunizations

Name of Primary Care Provider granting exemption: _____

Please check one (practitioner granting exemption must be licensed as one of the following):

☐ Physician (MD or DO) ☐ Physician Assistant ☐ APRN

CT License number: _____

NPI: _____

Phone number: _____ Email: _____

Directions:

Part 1. Please complete the demographics section on the patient/student.

Part 2. Please mark the contraindications/precautions that apply to this patient/student (indicate all that apply).

Part 3. If no contraindications or precautions apply in part 2, write a brief explanation of the reason the patient/student requires the exemption.

Part 4. Sign the Statement of Clinical Opinion and date the form.

Attach a copy of the patient/student's most current immunization record.

Part 1. Patient/Student Information:

First name (in full) _____ Middle initial _____ Last name _____

Date of Birth _____

Mailing Address _____ City _____

State _____ Zip _____

Parent/Guardian: First Name _____ Last name _____

Primary phone number _____

School name _____

School address _____

City _____

State _____ Zip _____

Current or Grade student is entering _____

Part 2. Please mark the vaccine(s), exemption duration, and all contraindications/precautions that apply to this patient/student for each vaccine.

Medical contraindications and precautions for immunizations are based upon the Advisory Committee on Immunization Practices (ACIP) [Comprehensive General Recommendations and Guidelines](#), published by the Centers for Disease Control and Prevention.

A **contraindication** is a condition in a recipient that increases the risk for a serious vaccine adverse event (VAE) or compromises the ability of the vaccine to produce immunity.

A **precaution** is a condition in a recipient that might increase the risk for a serious VAE or that might compromise the ability of the vaccine to produce immunity. Under normal conditions, vaccinations are deferred when a precaution is self-limiting, but can be administered if the precaution condition improves.

CDC Recognized Contraindications and Precautions

Vaccine	Exemption Duration	ACIP Contraindications and Precautions (Check all that apply)
<input type="checkbox"/> Diphtheria-Tetanus-and acellular Pertussis (DTaP)	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Encephalopathy within seven days after receipt of previous dose of DTP or DTaP Precautions <ul style="list-style-type: none"> <input type="checkbox"/> Progressive neurologic disorder, including infantile spasms, uncontrolled epilepsy, progressive encephalopathy: defer DTaP until neurologic status clarified and stabilized <input type="checkbox"/> GBS <6 weeks after previous dose of tetanus-toxoid-containing vaccine <input type="checkbox"/> Fever greater than 40.5°C (104.9°F) <48 hours after vaccination of previous dose of DTP or DTaP <input type="checkbox"/> History of Arthus-type hypersensitivity reactions after a previous dose of diphtheria-toxoid-containing or tetanus-toxoid-containing vaccine; defer vaccination until at least 10 years have elapsed since the last tetanus-toxoid-containing vaccine <input type="checkbox"/> Moderate or acute illness with or without fever
<input type="checkbox"/> Hepatitis A	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component Precautions <ul style="list-style-type: none"> <input type="checkbox"/> Moderate or severe acute illness with or without fever

<input type="checkbox"/> Hepatitis B	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Hypersensitivity to yeast Precautions <input type="checkbox"/> Moderate or severe acute illness with or without fever
<input type="checkbox"/> <i>Haemophilus influenzae</i> type b (HiB)	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Age <6 weeks Precautions <input type="checkbox"/> Moderate or severe acute illness with or without fever
<input type="checkbox"/> Inactivated Influenza Virus (IIV)	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after previous dose of influenza vaccine or to vaccine component Precautions <input type="checkbox"/> GBS <6 weeks after a previous dose of influenza vaccine <input type="checkbox"/> Moderate or severe acute illness with or without fever <input type="checkbox"/> Egg allergy other than hives, e.g., angioedema, respiratory distress, lightheadedness, recurrent emesis; or required epinephrine or another emergency medical intervention (IIV may be administered in an inpatient or outpatient medical setting and under the supervision of a health care provider who is able to recognize and manage severe allergic conditions).
<input type="checkbox"/> Inactivated Polio Vaccine (IPV)	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component Precautions <input type="checkbox"/> Pregnancy <input type="checkbox"/> Moderate or acute illness with or without fever

<input type="checkbox"/> Live Attenuated Influenza Virus (LAIV)	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	<p>Contraindications</p> <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Concomitant use of aspirin or aspirin-containing medication in children and adolescents <input type="checkbox"/> LAIV4 should not be administered to persons who have taken oseltamivir or zanamivir within the previous 48 hours, peramivir within the previous 5 days, or baloxavir within the previous 17 days.(e) <input type="checkbox"/> Pregnancy <input type="checkbox"/> Children aged 2 through 4 years who have received a diagnosis of asthma or whose parents or caregivers report that a health care provider has told them during the preceding 12 months that their child had wheezing or asthma or whose medical record indicates a wheezing episode has occurred during the preceding 12 months. <input type="checkbox"/> Persons with active cerebrospinal fluid/oropharyngeal communications/leaks. <input type="checkbox"/> Close contacts and caregivers of severely immunosuppressed persons who require a protected environment. <input type="checkbox"/> Persons with cochlear implants (due to the potential for CSF leak, which might exist for some period of time after implantation. Providers might consider consultation with a specialist concerning risk of persistent CSF leak if an age-appropriate inactivated or recombinant vaccine cannot be used). <input type="checkbox"/> Altered Immunocompetence <input type="checkbox"/> Anatomic or functional asplenia (e.g. sickle cell disease) <p>Precautions</p> <ul style="list-style-type: none"> <input type="checkbox"/> GBS <6 weeks after a previous dose of influenza vaccine <input type="checkbox"/> Asthma in persons aged 5 years old or older <input type="checkbox"/> Medical conditions which might predispose to higher risk of complications attributable to influenza(d) <input type="checkbox"/> Moderate or severe acute illness with or without fever
<input type="checkbox"/> Meningococcal conjugate vaccines (MenACWY)	<input type="checkbox"/> Temporary through: _____/_____ mm/ yyyy <input type="checkbox"/> Permanent	<p>Contraindications</p> <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component, including yeast <p>Precautions</p> <ul style="list-style-type: none"> <input type="checkbox"/> Moderate or severe acute illness with or without fever

<input type="checkbox"/> Measles-Mumps-Rubella (MMR)	<input type="checkbox"/> Temporary through: <div style="border-bottom: 1px solid black; width: 100px; margin: 5px 0;"></div> mm/ yyyy <input type="checkbox"/> Permanent	<p>Contraindications</p> <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Pregnancy <input type="checkbox"/> Known severe immunodeficiency (e.g., from hematologic and solid tumors, receipt of chemotherapy, congenital immunodeficiency, long-term immunosuppressive therapy (l) or patients with HIV infection who are severely immunocompromised) <input type="checkbox"/> Family history of altered immunocompetence (l) <p>Precautions</p> <ul style="list-style-type: none"> <input type="checkbox"/> Recent (≤ 11 months) receipt of antibody-containing blood product (specific interval depends on product) <input type="checkbox"/> History of thrombocytopenia or thrombocytopenic purpura <input type="checkbox"/> Need for tuberculin skin testing or interferon-gamma release assay (IGRA) testing (k) <input type="checkbox"/> Moderate or severe acute illness with or without fever
<input type="checkbox"/> Pneumococcal (PCV13)	<input type="checkbox"/> Temporary through: <div style="border-bottom: 1px solid black; width: 100px; margin: 5px 0;"></div> mm/ yyyy <input type="checkbox"/> Permanent	<p>Contraindications</p> <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose of PCV13 or any diphtheria-toxoid-containing vaccine or to a component of a vaccine (PCV13 or any diphtheria-toxoid-containing vaccine), including yeast <p>Precautions</p> <ul style="list-style-type: none"> <input type="checkbox"/> Moderate or acute illness with or without fever
<input type="checkbox"/> Tdap	<input type="checkbox"/> Temporary through: <div style="border-bottom: 1px solid black; width: 100px; margin: 5px 0;"></div> mm/ yyyy <input type="checkbox"/> Permanent	<p>Contraindications</p> <ul style="list-style-type: none"> <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Encephalopathy (e.g., coma, decreased level of consciousness, prolonged seizures), not attributable to another identifiable cause, within 7 days of administration of previous dose of DTP, DTaP, or Tdap <p>Precautions</p> <ul style="list-style-type: none"> <input type="checkbox"/> GBS < 6 weeks after a previous dose of tetanus-toxoid-containing vaccine <input type="checkbox"/> Progressive or unstable neurological disorder, uncontrolled seizures, or progressive encephalopathy until a treatment regimen has been established and the condition has stabilized <input type="checkbox"/> History of Arthus-type hypersensitivity reactions after a previous

		dose of diphtheria-toxoid—containing or tetanus-toxoid—containing vaccine; defer vaccination until at least 10 years have elapsed since the last tetanus-toxoid—containing vaccine <input type="checkbox"/> Moderate or severe acute illness with or without fever
<input type="checkbox"/> Varicella	<input type="checkbox"/> Temporary through: ____/____ mm/ yyyy <input type="checkbox"/> Permanent	Contraindications <input type="checkbox"/> Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a vaccine component <input type="checkbox"/> Known severe immunodeficiency (e.g., from hematologic and solid tumors, receipt of chemotherapy, congenital immunodeficiency, long-term immunosuppressive therapy (1) or patients with HIV infection who are severely immunocompromised) (g) <input type="checkbox"/> Pregnancy <input type="checkbox"/> Family history of altered immunocompetence (1) Precautions <input type="checkbox"/> Recent (≤ 11 months) receipt of antibody-containing blood product (specific interval depends on product) <input type="checkbox"/> Moderate or acute illness with or without fever

Part 3. Other Allergic Reactions/ Other Type of Medical Condition

Complete this section if claiming a medical exemption for a vaccine based on a condition that does meet any of the ACIP criteria for a contraindication or precaution listed in part 2.

Vaccine(s), list all that apply: _____

For each vaccine listed above, select the allergic or other reaction for which medical exemption is being submitted. Please check off any of the following that apply:

- ☐ This patient has an autoimmune disorder
- ☐ This patient has a family history of an autoimmune disorder
- ☐ This patient has a family history of a reaction to a vaccination
- ☐ This patient has a genetic predisposition to a reaction to a vaccination as determined through genetic testing
- ☐ This patient has a previous documented reaction that is correlated to a vaccination
- ☐ Other condition/reaction not listed above (must specify): _____

Please provide an explanation of the reaction/condition listed above:

Part 4. Statement of Clinical Opinion

In accord with the legal requirements of Public Act 21-6, the vaccine(s) indicated above is/are in my clinical opinion medically contraindicated for this patient/student due to the physical condition as explained above.

Clinician's Signature _____

Date _____

A person may be placed into quarantine or isolation when there are "reasonable grounds to believe to be infected with, or exposed to, a communicable disease or to be contaminated or exposed to contamination or at reasonable risk of having a communicable disease or being contaminated or passing such communicable disease or contamination to other persons if the commissioner determines that such individual or individuals pose a significant threat to the public health and that quarantine or isolation is necessary and the least restrictive alternative to protect or preserve the public health." [Conn. Gen. Stat. § 19a-131b\(a\)](#).

P 4118.239

Personnel - Certified/Non-Certified**Required COVID-19 Vaccinations**

The Board of Education (Board) recognizes the importance of protecting the health and safety of students, staff and the community during the COVID-19 pandemic. Therefore, in accordance with the Governor's Executive Order 13D, the Board requires that all staff within District schools, as defined by this policy, are required to receive at least one dose of a COVID-19 vaccine by September 27, 2021. Those not vaccinated by such date due to certain exemptions are required to be tested for COVID-19 on a weekly basis.

Definitions

For purposes of this policy, the following definitions shall apply:

"Fully vaccinated" means at least 14 days have elapsed since a person has received the final dose of a vaccine approved for use against COVID-19 by the U.S. Food and Drug Administration, or as otherwise defined by the Centers for Disease Control.

"Board" refers to the operator of any public or non-public preK through grade 12 school.

"Contract Worker" means any person who provides service to the Board, but is not employed by the Board and is not a volunteer.

"Covered Worker" refers to all employees, both full and part-time, contractors, providers, assistants, substitutes, and other individuals working in a public or non-public pre-K to grade 12 school including individuals providing operational or custodial services or administrative support or any person whose job duties require them to make regular or frequent visits to any such schools.

Covered Worker does not include a contractor or employee of an outside vendor who visits a public or non-public pre-K through grade 12 school only to provide one-time or limited-duration repairs, services, or construction, or a volunteer.

"Contractor" refers to any person or business entity, including a vendor of support services or subcontractor that provides the personnel who function as contract workers, state employees, state hospital employees, or covered workers to a covered state agency, Board, or child care facility.

COVID-19 Vaccination Requirements

Vaccines shall be required as provided below.

COVID-19 Vaccination Requirements (continued)

On and after September 27, 2021, the Board shall, prior to extending an offer of employment to, or entering into a contract for the in-person services of, a covered worker or an entity that employs a covered worker, require that any covered worker:

1. is fully vaccinated against COVID-19,
2. has received the first dose and has either received a second dose or has an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or has received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine,
3. is exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the covered worker's health, or the covered worker objects to vaccination on the basis of a sincerely held religious or spiritual belief, and the covered worker is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the Board or child care facility; provided that any covered worker claiming such exemption shall apply for an exemption on the basis of medical conditions or sincerely held religious or spiritual beliefs.

Each request for an exemption will be considered on an individualized, case by case basis. Employees who have applied for an exemption must provide appropriate supporting documentation upon request.

4. A covered worker who is hired before September 27, 2021 may, as an alternative to vaccination, and regardless of whether such worker has a medical or religious exemption, comply with the testing requirements contained within this policy.

On and after September 27, 2021, the Board shall not employ, or maintain a contract for the provision of in-person services of, any covered worker or an entity that employs a covered worker, unless such covered worker:

1. is fully vaccinated against COVID-19,
2. has received the first dose and has either received a second dose or has an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or has received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine, or

COVID-19 Vaccination Requirements (continued)

3. is exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the covered worker's health, or the individual objects to vaccination on the basis of a sincerely held religious or spiritual belief, and the covered worker is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the Board or child care facility; provided that any Board or childcare facility employee claiming such exemption shall apply for an exemption due to medical conditions or sincerely held religious or spiritual beliefs.

Each request for an exemption will be considered on an individualized, case by case basis. Employees who have applied for an exemption must provide appropriate supporting documentation upon request.

4. A covered worker who is hired before September 27, 2021 may, as an alternative to vaccination, and regardless of whether such worker has a medical or religious exemption, comply with the testing requirements contained within this policy.

On and after September 27, 2021, the Board will not employ, or contract for the provision of services from, any covered worker or entity that employs a covered worker subject to the conditions above and is not exempt who has received the first dose of a two-dose series vaccination but fails to receive the second dose on the appropriate date as recommended by CDC or at the scheduled appointment without good cause.

Vaccination Verification and Testing for Covered Workers

The Board shall authenticate, or where applicable require that the contractor providing the services of a covered worker authenticate, the vaccination status of covered workers, maintain documentation of vaccination or exemption of such covered workers and report compliance with this order, in a form and manner directed by the Department of Public Health.

Through this policy, or where applicable the Board direction to a contractor of a covered worker to implement a policy, covered workers who have not demonstrated proof of either full vaccination are required to submit to COVID-19 testing one time per week on an ongoing basis until fully vaccinated. Adequate proof of the test results on a weekly basis shall be presented to the Board. This requirement shall take effect on September 27, 2021.

COVID-19 Vaccination Requirements (continued)

Acceptable Proof of Vaccination

Covered workers may demonstrate proof of vaccination by providing one of the following:

1. CDC COVID-19 Vaccination Record Card or photo of the Vaccination Record Card;
2. Documentation from a health care provider or electronic health care records;
3. State Immunization Information record; or
4. Other documentation prescribed by the Commissioner of Public Health.

Personal attestation will not be accepted as an acceptable form of proof of a COVID-19 vaccination. (The Commissioner of Public Health may promulgate binding standards for authentication of a Vaccination Record Card.)

Violations and Enforcement

Any covered worker who fails to comply with this policy shall not be allowed on the premises of the Board until the individual provides adequate proof of compliance or without prior written authorization of the Board.

The Board recognizes that it will be in violation of this policy, based on the Governor's Executive Order, when it permits a covered worker who has not complied with this policy to be in a pre-K through grade 12 school, to make regular or frequent visits to any such school facility, or to have regular or frequent contact with children in child care, students, or staff.

The Board also commits a violation if it fails to authenticate the vaccination status of a covered worker or contract worker, maintain documentation of vaccination, testing, or allowable exemptions as required.

The Board recognizes that if the State Department of Education (SDE) determines that the Board is not in compliance with the requirements of this policy, the SDE may require Board to forfeit a portion of the total sum which is paid to the Board from the State Treasury in an amount to be determined by the Commissioner of Education, which amount shall be not less than one thousand dollars nor more than ten thousand dollars.

Any forfeited amount shall be withheld from a grant payment, as determined by the Commissioner, during the fiscal year following the fiscal year in which noncompliance is determined. (The Commissioner of Education may waive such forfeiture if the Commissioner determines that the failure of a Board to comply with such a provision was due to circumstances beyond its control.)

COVID-19 Vaccination Requirements (continued)

Policy Duration

This policy shall remain in effect through February 15, 2022 unless earlier modified or terminated by the Board of Education based upon a subsequent executive order of the Governor or by the expiration of its enabling executive order.

Legal Reference Connecticut General Statutes

10-145 Certificate necessary to employment. Forfeiture for noncompliance. Substitute teachers.

Governor's Executive Order No. 13D, August 19, 2021

Governor's Executive Order No. 13G, September 10, 2021

Governor's Executive Order No. 14, September 28, 2021

Governor's Executive Order No. 14a, September 30, 2021

Policy adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Personnel - Certified/Non-Certified

Required COVID-19 Vaccinations

(Implementation Guidance for Executive Order 13G: Vaccination Mandate for Individuals Working for State Facilities, State Hospitals, Public and Non-Public Pre K–12 Schools, and Child Care Facilities Updated September 17, 2021)

This administrative regulation sets forth the form and manner in which individuals subject to the Executive Order 13D & 13G must prove and authenticate their vaccination status or request an exemption from the mandate and includes the requirements for proving compliance with the related testing mandate if the individual is working under an approved exemption. It is based upon the Connecticut Department of Public Health's "Implementation guidance for Executive Order 13G," and is subject to any future modification made to such document.

I. Proving and Authenticating Vaccination Status for Individuals Subject to the Order

A. Proof of Vaccination

Individuals may prove their COVID-19 vaccination status by providing to Board, or other designee a copy of any one of the following categories of documentation plus a signed declaration of authenticity:

1. A valid CDC Vaccination Card.

The CDC Vaccination Card must contain the name and date of birth of the individual, the manufacturer of the COVID-19 vaccine that was administered, and the date(s) on which the vaccine was administered; or

2. A record from the individual's vaccine provider indicating the name and date of birth of the individual, the manufacturer of the COVID-19 vaccine that was administered, and the date(s) on which the vaccine was administered ("Provider Vaccination Record"); or
3. A certificate from the Vaccine Administration Management System ("VAMS"), if the individual received vaccination through the VAMS system ("VAMS Certificate"). The VAMS Certificate must contain the name and date of birth of the individual, the manufacturer of the COVID-19 vaccine that was administered, and the date(s) on which the vaccine was administered; or
4. A copy of the individual's official immunization record from the Connecticut Immunization Information System, CT WiZ. Valid CT WiZ immunization records contain the name and date of birth of the individual, the manufacturer of the COVID-19 vaccine that was administered, and the date(s) on which the vaccine was administered. Individuals may download a copy of their record by visiting <https://portal.ct.gov/DPH/Immunizations/CT-WiZ-Access-My-ImmunizationRecord>

Required COVID-19 Vaccinations

I. Proving and Authenticating Vaccination Status for Individuals Subject to the Order (continued)**B. Declaration of Authenticity of Vaccination Record**

Individuals shall complete and sign a declaration as to the authenticity of their proof of vaccination. Proof of vaccination will not be deemed valid unless accompanied by the individual's signed declaration.

A sample declaration form is included in Appendix A.

II. Exemptions and Testing Requirements**A. Medical Exemptions**

Individuals who cannot receive COVID-19 vaccination because the administration of COVID-19 vaccine is likely to be detrimental to the individual's health must request an exemption from the Executive Order. Medical exemption forms must be signed by the individual's physician (MD or DO), physician's assistant (PA), or advance practice nurse practitioner (APRN). Covered Workers may use the medical exemption request form, Appendix B, provided by their school.

B. Religious or Spiritual Exemptions

Individuals who object to vaccination on the basis of a sincerely held religious or spiritual belief may request an exemption from the Executive Order.

Covered Workers may use the religious or spiritual exemption request form provided by the Board (Appendix C).

C. Testing Requirements

Covered workers in PreK-12 schools and child care facilities who are not "fully vaccinated" (as defined by the Executive Order) by September 27, 2021 must test for SARS-CoV-2 (the virus that causes COVID-19) at least weekly (i.e., at least one test every 7 days) unless they can provide documented proof that they have tested positive for, or been diagnosed with, COVID-19 infection in the prior 90 days (Appendix D).

To comply with the testing requirement, testing must be either PCR or antigen SARS-CoV-2 tests and must be administered and reported by a state licensed clinical laboratory, pharmacy-based testing provider, or other healthcare provider facility with a current Clinical Laboratory Improvement Amendments (CLIA) waiver.

Required COVID-19 Vaccinations**II. Exemptions and Testing Requirements (continued)****C. Testing Requirements (continued)**

Only test results submitted to the Board can within 72 hours of the test administration date will be deemed compliant with the testing requirement. Test result reports should include the name and location of the testing laboratory or provider facility performing the test, the name of the person tested, the date the sample was collected, and the test result. Home-based testing and results obtained outside of a facility of the type indicated above are not considered adequate proof of a SARS-CoV-2 test for the purposes of complying with the Executive Order.

III. Document Submissions**A. Vaccine and Exemption Documents**

Covered workers should follow the District's established process. The required documentation must be submitted in a timely and secure manner. These processes may be developed, implemented, and maintained either on-site through facility staff, or through an authorized third party.

B. Testing Documents

Covered workers should follow the District's established process to submit required documentation in a timely and secure manner. These processes may be developed, implemented, and maintained either on-site through facility staff, or through an authorized third party. Individuals in PreK-12 schools or childcare facilities should inquire with their employer about the appropriate process for submitting adequate proof of SARS-CoV-2 test results on a weekly basis. Processing delays with vaccine providers, VAMS, web-based applications, laboratories, medical providers, or state agencies will not excuse compliance with the Executive Order.

Covered workers who wish to request a temporary waiver from SARS-CoV-2 testing on the basis of having had COVID-19 within the prior 90 days must submit a copy of the Temporary Waiver request (Appendix D), completed and signed by their healthcare provider, using the submission format and process designated by their facility for submitting test results.

Any individual granted a temporary waiver from SARS-CoV-2 must return to regular weekly testing after the expiration date indicated on the waiver form if they are not fully vaccinated by that date.

Required COVID-19 Vaccinations**III. Document Submissions (continued)****C. No Extensions**

The Executive Order requires the submission of the appropriate vaccination documentation, requests for exemptions, and/or test results by the September 27, 2021 deadline. Individuals subject to this Executive Order are solely responsible for gathering and submitting all required documentation in advance of the established deadline in order to ensure that they are in compliance on and after September 27, 2021.

Processing delays with vaccine or healthcare providers, VAMS, web-based applications, or state agencies will not excuse compliance with the Executive Order.

IV. Maintaining Documentation to Demonstrate Compliance with the Order**A. Required Documents**

The District will maintain either in paper or electronic format, the following information for all covered workers who are subject to the Executive Order. Such information shall be either physically on-site or maintained by an authorized third party, shall be kept current, and shall be made available to appropriate State regulatory agencies upon request. The District need not maintain similar documentation for contract workers, but must require contractors to positively affirm that contract workers and their Contractors are in compliance with the provisions of the Executive Order prior to granting those workers access to their facilities.

Contractors shall also maintain either in paper or electronic format, the following information for their contract workers.

Required documents include:

1. A master roster of all individuals subject to the Executive Order (including employees, contract workers, and others) and including each individual's status as:
 - a. fully vaccinated, or
 - b. having received their first dose of a two-dose COVID-19 vaccine prior to September 27, 2021 and the scheduled date of their second dose appointment that conforms to current Advisory Committee on Immunization Practices (ACIP) recommendations for COVID-19 vaccine dosing schedules, or
 - c. granted an exemption from vaccination on the basis of a medical condition or firmly held religious or spiritual belief.
 - d. having chosen to submit to weekly testing in lieu of being fully vaccinated for COVID-19.

Required COVID-19 Vaccinations**IV. Maintaining Documentation to Demonstrate Compliance with the Order (continued)****A. Required Documents (continued)**

2. A COVID-19 vaccination record for each fully or partially vaccinated individual, as well as a completed and signed declaration of authenticity of any vaccination record for individuals who have submitted a copy of a vaccination record as proof of vaccination.
3. A completed, signed, and approved medical exemption or religious/spiritual exemption form for each individual who has not been fully or partially vaccinated and has been granted an exemption.
4. Documented adequate proof of the results of a weekly test for SARS-CoV-2 for each individual who is not fully vaccinated and has not had a documented COVID-19 infection within the prior 90 days.
5. A completed and appropriately provider certified request for a temporary waiver from weekly SARS-CoV-2 testing for individuals with a documented COVID-19 infection within the prior 90 days.

B. Exemption Forms

Templates for medical and religious/spiritual exemption forms are included in Appendix B (medical) and Appendix C (religious/spiritual). Medical exemption forms must be signed by the physician (MD or DO), physician's assistant (PA), or nurse practitioner (APRN) from whom the individual is currently receiving care.

As outlined in the Executive Order covered workers may voluntarily opt for weekly testing for SARS-CoV-2 rather than receiving vaccination for COVID-19. Individuals opting for weekly testing in lieu of vaccination will be required to submit at least one negative SARS-CoV-2 test result every 7 days and comply with all other provisions of the Executive Order in order to retain access to on-site work.

C. Testing Documentation: Adequate Proof of Weekly Negative SARS-CoV-2 Test Results.

Covered workers who are not fully vaccinated by September 27, 2021, and who cannot provide documented proof that they have tested positive for, or been diagnosed with, COVID-19 infection in the prior 90 days, are required to test for SARS-CoV-2 weekly (i.e., at least once every 7 days) and submit "adequate proof of the results" of SARS-CoV-2 testing to the Board, using the process determined by their applicable facility.

Required COVID-19 Vaccinations**IV. Maintaining Documentation to Demonstrate Compliance with the Order (continued)****C. Testing Documentation: Adequate Proof of Weekly Negative SARS-CoV-2 Test Results. (continued)**

Individuals who are required to test for SARS-CoV-2 under the Executive Order shall be considered to have submitted adequate proof of a SARS-CoV-2 test result if they provide evidence of a PCR or antigen SARS-CoV-2 test administered within the prior 72 hours, and for which the test was performed by, and the result reported by, a state licensed clinical laboratory, pharmacy-based testing provider, or other healthcare provider facility with a current Clinical Laboratory Improvement Amendments (CLIA) waiver, that includes the name and location of the testing laboratory or provider facility performing the test, the name of the person tested, the date the sample was collected, and the test result. Home-based testing and results obtained outside of a facility of the type indicated above are not considered adequate proof of a SARS-CoV-2 test for the purposes of complying with the Executive Order.

Covered workers who have been granted an exemption from vaccination on the basis of a medical condition or firmly held religious or spiritual beliefs must comply with the foregoing testing requirements. In addition, covered workers without an exemption but who have chosen to submit weekly test results for SARSCoV-2 rather than be vaccinated for COVID-19 must also comply with the foregoing testing requirements.

Covered workers, and/or contract workers should not be provided access to any of the facilities covered under this Executive Order unless the most recent test result provided, as required by the Order, is "negative" or indicate that virus material is "not detected". Results provided as "inconclusive" are not considered negative results and as such require retesting. If an individual receives an inconclusive result and cannot be retested and provide a negative result within 7 days of their last negative test, then that individual should be excluded from on-site work until they can provide a negative test result.

V. Responsibility for Ensuring Continuous Compliance with the Order

The District must ensure compliance with the Order as of September 27, 2021, including ensuring that all covered workers (inclusive of employees and contract workers) have:

1. submitted proof of their status as fully vaccinated (as defined above); or
2. submitted proof of a single dose of a two-dose COVID-19 vaccine and provided the date of a scheduled second dose appointment; or
3. requested and been granted a medical or religious/spiritual exemption from COVID-19 vaccination; and

Required COVID-19 Vaccinations**V. Responsibility for Ensuring Continuous Compliance with the Order (continued)**

4. if not fully vaccinated, submitted adequate proof of a negative test for SARS-CoV-2 in the prior 7 days, unless the individual has been granted a temporary testing waiver based upon a documented COVID-19 infection within the prior 90 days.

After September 27, 2021, the District must restrict access to their facilities for those individuals who fall out of compliance at any time with the requirements of the Order, including but not limited to failure to submit adequate proof of a weekly COVID-19 test result and/or failure to receive a second dose of a two-dose vaccine when scheduled and in compliance with current Advisory Committee on Immunization Practices (ACIP) recommendations for COVID-19 vaccine dosing schedules.

The District is responsible to secure compliance reports from contractors regarding their contract workers' compliance with the Executive Order. At a minimum, periodic reporting of numbers of contract workers who are vaccinated, have been granted an exemption, and are subject to weekly testing should be reported to the Board at a frequency that the Board facility determines is sufficient to assure compliance.

VI. Enforcement and Inspection

The Board of Education is required to collect and maintain copies of the required documentation for employees and other covered workers, and to ensure compliance with the Executive Order, by the September 27th deadline. The Board must make available for inspection by the State Department of Education any documentation required to confirm compliance with the Order, upon request.

Required COVID-19 Vaccinations**Appendix A**

Declaration Attesting to the Authenticity of an Individual's COVID-19 Vaccination Record

COVID-19 Vaccination Record Declaration

Pursuant to Executive Order No. 13G, State Employees, State Hospital Employees, all individuals working in a public or non-public PreK-12 school or Child Care Facility ("covered workers"), and any contract workers in these facilities must be fully vaccinated for COVID-19, partially vaccinated with one dose of a two-dose COVID-19 vaccine regimen and have a scheduled second dose appointment, prior to September 27, 2021; or be exempted from the vaccine requirement for reasons of medical contraindication or firmly held religious or spiritual belief. Individuals submitting a copy of an official CDC Vaccination Card or any other record as stipulated in Executive Order No. 13G to verify their vaccine status must also include a declaration attesting to the authenticity of that documentation.

If you are using an electronic or paper copy of a CDC Vaccination Card or other official record to verify your vaccine status, please complete this declaration form and submit it to the individual(s) designated by the facility to receive these forms.

Name: _____ Date of Birth: _____

Job Title: _____ Employee Number: _____

Agency/Department: _____

Manager/Supervisor: _____

Email: _____ Cell Phone: _____

Home Phone: _____ Work Phone: _____

If you do not have access to a smart phone or computer, you can submit your information via email at Statecovid@wellsparkhealth.com or fax to 860-678-5207 or 860-678-5229. Please include proof of vaccination. Even if you are only partially vaccinated, please include that information as well. Please include proof of vaccination. Even if you are only partially vaccinated, please include that information as well.

Your signature below indicates agreement with the following statement:

I declare and attest that the attached official record is a copy of my personal vaccination record and that the information included in that document is true and accurate, to the best of my knowledge. I understand that the submission of false information to a covered state agency, Board, child care facility, the State of Connecticut or its agents or representatives is punishable pursuant to Section 53a157b of the Connecticut General Statutes by a fine of not more than \$2,000 or imprisonment of not more than one year. I understand that it is a crime under federal law to use, buy, sell, or transfer a CDC vaccination card knowing that it is fraudulent. A violation of this federal law is punishable by a fine or imprisonment of up to five years. 18 U.S.C. SEC.017;

Employee Signature

Date

Required COVID-19 Vaccinations**Request for Medical Exemption for COVID-19 Vaccination**

Pursuant to Executive Order No. 13G, Covered State Agencies, Boards, or Child Care Facilities may exempt an individual from the facility's COVID-19 vaccination requirement if the individual's physician (MD or DO), physician assistant (PA), or advanced practice registered nurse (APRN) determines that the administration of the COVID-19 vaccine is likely to be detrimental to the individual's health. In such cases, the facility may allow the individual to continue to access on-site facilities if the individual:

1. is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the facility,
2. does not pose a direct threat to the health or welfare of others, and
3. submits adequate proof of a negative test for SARS-CoV-2 on a weekly basis.

To request a medical exemption to the COVID-19 vaccination requirement, please complete the information below and have your physician, physician assistant, or advanced practice registered nurse complete the information on the pages that follow. Once the form is completed, please submit it to the individual designated by the facility.

EMPLOYEE REQUESTING EXEMPTION:

Name: _____ Date of Birth: _____
Job Title: _____ Employee Number: _____
Agency/Department: _____
Manager/Supervisor: _____
Email: _____ Cell Phone: _____
Home Phone: _____ Work Phone: _____

Required COVID-19 Vaccinations

Form 1

COVID-19 Vaccination Medical Exemption Request Form

HEALTHCARE PROVIDER CERTIFICATION

Patient Name: _____

Dear Healthcare Provider:

The above-named individual has requested a medical exemption from COVID-19 vaccination as required by their employer under the Governor's Executive Order No. 13G. This request for exemption will be evaluated based on the medical information you provide. A medical exemption is allowed only for currently recognized contraindications or other compelling medical reasons.

We encourage you to listen carefully to your patient's concerns regarding vaccination and provide information that will help them make a fully informed decision. The CDC also provides information that is helpful in overcoming vaccine hesitancy. For some patients, specialists in allergies and immunology may be able to provide additional care and advice. Please include any related medical information connected to your assessment.

Please complete this form if the person listed above seeking a medical exemption is your patient, you agree that this patient has medical contraindications to receiving all currently available COVID-19 vaccines, and you recommend that this patient should NOT be vaccinated for COVID-19 based on their individual medical condition(s). More information on clinical considerations for COVID-19 vaccination, including contraindications, can be found on the CDC website:

<https://www.cdc.gov/vaccines/covid-19/clinical-considerations/covid-19-vaccines-us.html>

Directions:

Part 1. Please complete the Provider Information requested.

Part 2. Please mark the currently recognized contraindications/precautions that apply to this patient (indicate all that apply).

Part 3. If no contraindications or precautions apply in Part 2 but you are still indicating a need for medical exemption from COVID-19 vaccination for this patient, provide a brief explanation of your reasoning for this opinion.

Part 4. Read, sign, and date the Statement of Clinical Opinion.

Patient Name: _____

Part 1. Provider Information:

Physician (MD or DO)/Physician Assistant/Nurse Practitioner (APRN) Name (print):

Name and Address of Practice:

Contact Phone Number: _____ Email: _____

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Required COVID-19 Vaccinations

Form 1 – cont.

State License Number: _____

Part 2. Specific Contraindications

Medical contraindications and precautions for COVID-19 vaccine are based upon the Advisory Committee on Immunization Practices (ACIP) Interim Clinical Considerations for Use of COVID-19 Vaccines Currently Approved or Authorized in the United States, published by the Centers for Disease Control and Prevention.

A contraindication is a condition in a recipient that increases the risk for a serious vaccine adverse event (VAE) or compromises the ability of the vaccine to produce immunity.

A precaution is a condition in a recipient that might increase the risk for a serious VAE or that might compromise the ability of the vaccine to produce immunity. Under normal conditions, vaccinations are deferred when a precaution is self-limiting, but can be administered if the precaution condition improves.

Neither contraindications nor precautions to COVID-19 vaccination

Allergic reactions (including severe allergic reactions) not related to vaccines (COVID-19 or other vaccines) or injectable therapies, such as allergic reactions related to food, pet, venom, or environmental allergies, or allergies to oral medications (including the oral equivalents of injectable medications), are not a contraindication or precaution to COVID-19 vaccination. The vial stoppers of COVID-19 vaccines are not made with natural rubber latex, and there is no contraindication or precaution to vaccination for people with a latex allergy. In addition, because the COVID-19 vaccines do not contain eggs or gelatin, people with allergies to these substances do not have a contraindication or precaution to vaccination.

Delayed-onset local reactions have been reported after mRNA vaccination in some individuals beginning a few days through the second week after the first dose and are sometimes quite large. People with only a delayed-onset local reaction (e.g., erythema, induration, pruritus) around the injection site area after the first vaccine dose do not have a contraindication or precaution to the second dose. These individuals should receive the second dose using the same vaccine product as the first dose at the recommended interval, preferably in the opposite arm.

Please mark the vaccine(s), exemption duration, and all contraindications/precautions that apply to this patient for each vaccine.

CDC Recognized Contraindications and Precautions

COVID-19 Vaccines included in exemption

- ☐ Pfizer mRNA vaccine
- ☐ Moderna mRNA vaccine
- ☐ Janssen/ J&J viral vector vaccine

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Required COVID-19 Vaccinations

Exemption Duration ACIP Contraindications and Precautions (Check all that apply)

☐ Temporary through: ____/____/____ (mm/yyyy)

☐ Permanent

Contraindications

☐ Severe allergic reaction* (e.g., anaphylaxis) after a previous dose or to a component of the COVID-19 vaccine

☐ Immediate allergic reaction* of any severity to a previous dose or known (diagnosed) allergy to a component of the COVID-19 vaccine

Precautions

☐ History of an immediate allergic reaction* to any vaccine other than COVID-19 vaccine

☐ History of an immediate allergic reaction* to any injectable therapy (i.e., intramuscular, intravenous, or subcutaneous vaccines or therapies [excluding subcutaneous immunotherapy for allergies, i.e., "allergy shots"])

☐ History of an immediate allergic reaction* to a vaccine or injectable therapy that contains multiple components, one or more of which is a component of a COVID-19 vaccine, have a precaution to vaccination with that COVID-19 vaccine, even if it is unknown which component elicited the allergic reaction

** Immediate allergic reaction to a vaccine or medication is defined as any hypersensitivity-related signs or symptoms consistent with urticaria, angioedema, respiratory distress (e.g., wheezing, stridor), or anaphylaxis that occur within four hours following administration.*

Part 3. Other Medical Condition Necessitating Exemption

If claiming the need for a medical exemption from COVID-19 vaccination for this patient based on a condition that does not meet any of the ACIP criteria for a contraindication or precaution listed in Part 2, provide an explanation of your reasoning for this opinion below.

Submit your information via email to: _____ or fax to: _____. If you have filed for a medical or religious exemption, you are not considered compliant until that exception is officially approved upon review. Please be reminded that you must submit weekly testing results.

PROVIDER CERTIFICATION: In accord with the legal requirements of Executive Order 13G, I certify that the above-named individual should be granted a medical exemption from COVID-19 vaccination because I have reviewed the clinical considerations for COVID-19 vaccination and accordingly have determined that the administration of a COVID-19 vaccine would be detrimental to the individual's health. I understand that it is a crime under Connecticut State law to provide false information in response to the provisions of this Executive Order, punishable pursuant to Section 53a-157b of the Connecticut General Statutes by a fine of not more than \$2,000 or imprisonment of not more than one year.

Signature: _____ Date: _____

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Required COVID-19 Vaccinations

Appendix C

Request for Religious or Spiritual Exemption from Mandatory COVID-19 Vaccination Order

Pursuant to Executive Order No. 13G, Covered State Agencies, Boards, or Child Care Facilities may exempt an individual from the facility's COVID-19 vaccination requirement if an individual objects to the vaccination based on sincerely held religious or spiritual beliefs and practices. In such cases, the facility may allow the individual to continue to perform their job functions if the individual:

1. is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the facility,
2. does not pose a direct threat to the health or welfare of others, and
3. submits adequate proof of a negative test for SARS-CoV-2 on a weekly basis

If you have a sincerely held religious belief that you believe prevents you from receiving the COVID-19 vaccine, you must sign and submit this form for consideration through the school office or via email or faxed copy. All requests and supporting documentation will be reviewed by the district by a designee of the superintendent. The district designated representative may contact you for additional information or for clarification, as deemed necessary.

A "sincerely held religious or spiritual belief":

- should be more than a social, economic, or political philosophy; and
- need not be tied to a specific religious organization, but should relate to a belief system that is comprehensive and addresses fundamental and/or ultimate questions.

The completed form together with any supporting documentation must be signed and uploaded/forwarded by no later than September 27, 2021. All requests are considered pending until the requestor receives notice of an approval or denial.

To request an individual exemption from required COVID-19 vaccination on the basis of a firmly held religious or spiritual belief, please complete this form and submit it to the individual(s) designated by your facility to receive these forms.

Name: _____ Date of Birth: _____

Job Title: _____ Employee Number: _____

Agency/Department: _____

Manager/Supervisor: _____

Email: _____ Cell Phone: _____

Home Phone: _____ Work Phone: _____

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Required COVID-19 Vaccinations

Appendix C (continued)

Request for Religious or Spiritual Exemption from Mandatory COVID-19 Vaccination Order

In the space below, please provide a personal statement detailing the religious or spiritual basis for your vaccination objection, explaining why you are requesting this religious or spiritual exemption, the religious or spiritual principle(s) that guide your objection to vaccination, and the religious or spiritual basis that prohibits you from receiving the COVID-19 vaccination. Please attach additional documentation, if necessary. A District representative may need to discuss the nature of your religious or spiritual belief(s), practice(s) and/or request for exemption with your witness or religious leader(s) (if applicable) and will contact you if that becomes necessary. The District-designated representative may also request additional supporting documentation if needed.

Have you received immunizations in the past? ☐ Yes or ☐ No (check one)

If yes to the previous question, please provide an explanation detailing any changes in your religion, belief, or observance that have occurred since your last immunization, or the reason(s) that you believe your religion, belief, or observance prevents you from receiving the COVID-19 vaccine:

Submit your information via email to: _____ or fax to _____. If you have filed for a medical or religious exemption, you are not considered compliant until that exception is officially approved upon review. Please be reminded that you must submit weekly testing results.

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Required COVID-19 Vaccinations

Appendix C (continued)

Request for Religious or Spiritual Exemption from Mandatory COVID-19 Vaccination Order

By signing this form, you certify that the information you have provided in connection with this request is accurate and complete as of the date of submission. You understand this exemption may be revoked and you may be subject to disciplinary action if any of the information you provided in support of this exemption is false. You further acknowledge that if your request is approved, you will receive a religious or spiritual exemption from receiving the COVID-19 vaccine and will be required to comply with the testing requirement set out in Executive Order No. 13G. You also acknowledge that you have read the CDC Covid-19 Vaccine Information, which can be found via the link provided here:

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/index.html>

You also certify that you understand that it is a crime under Connecticut State law to provide false information in response to the provisions of this Executive Order, punishable pursuant to Section 53a-157b of the Connecticut General Statutes by a fine of not more than \$2,000 or imprisonment of not more than one year.

Printed/Typed name: _____

Signature _____ Date _____

Required COVID-19 Vaccinations

Appendix D

Temporary Waiver from Weekly COVID-19 Testing on the Basis of Prior COVID-19 Infection

Pursuant to Executive Order No. 13G, Covered State Agencies, School Boards, or Child Care Facilities may allow individuals who are not fully vaccinated to continue to access on-site facilities only if the individual:

1. is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the facility,
2. does not pose a direct threat to the health or welfare of others, and
3. submits adequate proof of a negative test for SARS-CoV-2 on a weekly basis

CDC recommends that individuals who have **had documented COVID-19 within the prior 90 days** should not be included in screening testing programs for asymptomatic people. This is because some components of viral **RNA** may remain present in a COVID-19 recovered person's body for up to 90 days, and as a result cause a person to test positive for SARS-CoV-2 even when they are not actively infected (i.e., false positives). Individuals who are experiencing symptoms of COVID-19 who have been infected in the prior 90 days should consult with their healthcare provider regarding the utility of SARS-CoV-2 testing.

If you are a state employee or other covered worker subject to the provisions of Executive Order No. 13G, you may request a temporary waiver from the weekly SARS-CoV-2 testing portion of the Executive Order requirements for the 90 days after your COVID-19 diagnosis. To request this waiver, individuals must have their healthcare provider complete the information below and both you and your healthcare provider must attest to the accuracy of the information provided. Once the form is completed, please submit it to the individual designated by the facility to receive this request.

EMPLOYEE REQUESTING EXEMPTION:

Name: _____ Date of Birth: _____
Job Title: _____ Employee Number: _____
Agency/Department: _____
Manager/Supervisor: _____
Email: _____ Cell Phone: _____
Home Phone: _____ Work Phone: _____

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Required COVID-19 Vaccinations

Form 2

HEALTHCARE PROVIDER CERTIFICATION

Patient Name: _____

Dear Healthcare Provider:

The above-named individual has requested to be temporarily excused from SARS-CoV-2 testing, as required by their employer under the Governor's Executive Order No. 13G, on the basis of having had COVID-19 within the prior 90 days. This request for a temporary waiver will be evaluated based on the information you provide.

Please complete this form if the person listed above seeking a temporary waiver from SARS-CoV-2 testing is your patient and you can positively attest that this patient had COVID-19 at some point in the prior 90 days. More information on recommendations for SARS-CoV-2 testing, including under what conditions testing is or is not recommended, can be found on the CDC website:

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/testing-overview.html>.

Directions:

Part 1. Please complete the Provider Information requested.

Part 2. Please mark the applicable basis for your recommendation for a temporary waiver for this patient, and the date of diagnosis and applicable date of expiration of the waiver.

Part 3. Read, sign, and date the Statement of Clinical Opinion.

Part 1. Provider Information:

Physician (MD or DO)/Physician Assistant/Nurse Practitioner (APRN) Name (print):

Name and Address of Practice:

Contact Phone Number: _____ Email: _____

State License Number: _____

Part 2. Basis of Verification of Patient's Current or Prior COVID-19 Status

In this section, indicate the basis on which you can affirmatively verify that the individual requesting this temporary waiver has had an active SARS-CoV-2 infection within the prior 90 days.

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Required COVID-19 Vaccinations

Form 2 (continued)

Please check off any of the following that apply:

- ☐ I have verified that this individual had a positive test for SARS-CoV-2 performed by, and the result reported by, a state licensed clinical laboratory, pharmacy-based testing provider, or other appropriate healthcare provider facility within the prior 90 days
- ☐ I had diagnosed this individual with COVID-19 within the prior 90 days based on his or her symptom presentation and history of close contact with another COVID-19 case

Patient Name: _____

- ☐ I had diagnosed this individual with COVID-19 within the prior 90 days on some other clinical basis (must specify below):

Date of COVID-19 diagnosis: _____

Date of Waiver Expiration: _____ (90 days after date listed above)

Submit your information via email to: _____ or fax to: _____. If you have filed for a medical or religious exemption, you are not considered compliant until that exception is officially approved upon review. Please be reminded that you must submit weekly testing results.

Part 3: Statement of Clinical Opinion

Your signature below indicates agreement with the following statement:

PROVIDER CERTIFICATION: In accord with the legal requirements of Executive Order 13G, I certify that the above-named individual should be granted a temporary waiver from SARS-CoV-2 testing based on their having had COVID-19 within the prior 90 days. I understand that it is a crime under Connecticut State law to provide false information in response to the provisions of this Executive Order, punishable pursuant to Section 53a-157b of the Connecticut General Statutes by a fine of not more than \$2,000 or imprisonment of not more than one year.

Signature: _____ Date: _____

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Required COVID-19 Vaccinations

Appendix E

Declaration Attesting to the Authenticity of COVID-19 Test Results Submitted by Employees

COVID-19 Test Results Report Declaration

Pursuant to Executive Order No. 13G, State employees and Covered Workers (as defined in 13G(1)(b), (c), and (f)) who are not fully vaccinated (as defined in 13G(1)(a)) by September 27, 2021, and who cannot provide documented proof of COVID-19 infection in the prior 90 days, are required to submit "adequate proof of the results" of COVID-19 testing (13G(3)(a)(ii) and (b)(ii)) to their Covered State Agency, Board, or Child Care Facility at least weekly (i.e., at least once every 7 days). Individuals submitting a copy of a test result report must also include a declaration attesting to the authenticity of that documentation.

If you are submitting a test result report via email or fax copy, please complete this declaration form and submit it at the same time and in the same manner as you are submitting the test result.

Name: _____

Job Title: _____ Employee Number: _____

Agency/Department: _____

Email: _____ Cell Phone: _____

Home Phone: _____ Work Phone: _____

Test Date: _____

If you do not have access to a smartphone or computer, you can submit your information via email at Statecovid@wellsparkhealth.com or fax to 860-678-5207 or 860-678-5229. Please be sure to include a copy of your test results.

Your signature below indicates agreement with the following statement:

I declare and attest that the attached SARS-CoV-2 test results report was collected on the Test Date listed above and complies with all of the conditions required in Section III (Reporting Requirements) of the Implementation Guidance for Executive Order No. 13G. I attest that the information included in the test results report is true, to the best of my knowledge. I understand that the submission of false information to a covered state agency, the State of Connecticut or its agents or representatives is punishable pursuant to Section 53a-157b of the Connecticut General Statutes by a fine of not more than \$2,000 or imprisonment of not more than one year.

Employee Signature

Date:

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Required COVID-19 Vaccinations

NOTICE

Department of Public Health and Department of Education Temporary Deadline in Flexibility (9/22/21)

The Connecticut State Departments of Education and Public Health have learned that some school districts are concerned about their ability to gather declarations of authenticity of vaccination records from covered workers by the September 27 deadline set forth in the recent Implementation Guidance for Executive Order 13G. (https://portal.ct.gov/-/media/DAS/Statewide-HR/Vaccine-App-Docs-Forms/IMPLEMENTATION-GUIDANCE-FOR-EXECUTIVE-ORDER-13G_Revised_09162021.pdf.) Some school districts have also expressed concern that covered workers may be unable to submit initial negative COVID-19 testing results by the September 27 deadline.

The Departments reiterate that vaccinated covered workers must provide vaccination records in the manner stated in Executive Order No. 13G and the Guidance. Declarations of authenticity must also be provided. However, if covered workers have otherwise submitted their vaccination records, school Boards and contractors may allow such covered workers to provide their declarations of authenticity by October 12, 2021, and to report to work until such declarations are provided. Covered workers should nevertheless be encouraged to submit their declarations of authenticity as soon as possible.

Similarly, current covered workers who are not fully vaccinated must submit to weekly testing as set forth in the Executive Order and Guidance. While covered workers who are not fully vaccinated must take an initial test by end of day on Sunday, September 26, they may submit the results of the test any time between September 24 through October 1 for the week of September 27, and Boards and contractors may allow such covered workers to report to work during the week of September 27. For all weeks thereafter, only test results submitted to a Board or contractor within 72 hours of the test administration date will be deemed compliant with the testing requirement.

We hope this information is helpful in the implementation of Executive Order 13G.

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Required COVID-19 Vaccinations

Form 3

Contractor's Declaration Attesting to Compliance with Executive Order No. 13G

Contractor/Vendor Name	
Contract Address	
PeopleSoft ID (for state contractors) or other information*	

**If PeopleSoft ID does not apply, provide information directed by the covered state agency, Board, or childcare facility.*

As of this date, provide the number of contract workers subject to Executive Order No. 13G who:

- a. Total number of contract workers as defined in Executive Order No. 13G provided under your contract _____
- b. Are fully vaccinated against COVID-19 (at least 14 days have elapsed since a person has received a single-dose vaccine or the second dose of a two-dose COVID-19 vaccine) _____
- c. Are required to submit to and provide results of COVID-19 testing because they are not fully vaccinated _____
 1. Of those required to submit and provide the results of COVID-19 testing, are partially vaccinated (received first dose and have either received second dose or have an appointment for second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or received a single-dose vaccine, such as Johnson & Johnson vaccine, but 14 days has not elapsed since final dose) _____
 2. Of those required to submit and provide the results of COVID-19 testing, have been granted a medical exemption to vaccination based upon documentation from a physician, physician's assistant, or advanced practice registered nurse stating that the administration of COVID-19 vaccine is likely to be detrimental to the person's health _____
 3. Of those required to submit and provide the results of COVID-19 testing, have been granted an exemption to vaccination on the basis of a sincerely held religious or spiritual belief _____
 4. Are temporarily excused from COVID-19 testing because they have provided documented proof of having a COVID-19 infection in the previous 90 days _____

☐ I affirm that all of the covered workers indicated in Section (a), except those who are fully vaccinated (a) or have had a documented case of COVID-19 in the past 90 days, will (1) have had a negative test for COVID-19 in the 7 days prior to initially accessing any work site related to this contract that is subject to Executive Order No. 13G. (2) continue to be tested once every 7 days for the duration of this contract, and (3) not be allowed to access any work site that is subject to Executive Order No. 13G if they either receive a positive test or fail to be tested at least once per week.

☐ I declare and attest that I am authorized by the Contractor to provide the information contained in this report and that the information included in this report is true and accurate, to the best of my knowledge. I understand that it is a crime under Connecticut law to provide false information in response to the provisions of this Executive Order, punishable pursuant to Section 53a-157b of the Connecticut General Statutes by a fine of not more than \$2,000 or imprisonment of not more than one year.

Signature	Date	
Authorized Person Submitting Report:		
Title:	Email Address:	Phone:

PREFERRED MAXIMUM CLASS SIZE GUIDELINES

<u>ACADEMIC</u>	<u>PREFERRED MAXIMUM CLASS SIZE</u>
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)
 <u>SPECIAL AREAS</u>	
Technology Education (9-12)	20
Culinary Arts (9-12)	16
General Music (K-12)	25
Art (9-12)	20
Physical Education (6-12)	30
 <u>PUPIL – TEACHER RATIOS FOR SUPPORT PERSONNEL</u>	
Guidance Counselors	200:1
Library/Media Specialist	500:1
Special Education:	
Self-contained	12:1
Resource Room	20:1