

**GROTON PUBLIC SCHOOLS
GROTON, CONNECTICUT**

(*Attachments are available upon request from the Superintendent's Office.)

Regular Meeting

January 22, 2018

The regular meeting of the Groton Board of Education was held on January 22, 2018, in CR 1 of the Town Hall Annex.

1. CALL TO ORDER

The meeting was called to order by Mrs. Kim Watson, Board Chairperson, at 6:03 p.m.

The first order of business was the Pledge of Allegiance to the flag by Joe Arcarese.

PRESENT

ABSENT

Mrs. Kim Shepardson Watson
Dr. Andrea Ackerman
Mrs. Katrina Fitzgerald
Mrs. Jane Giuliani
Mrs. Gretchen Newsome
Mrs. Rosemary Robertson
Mrs. Rita Volkmann
Mrs. Lee White
Mr. Jay Weitlauf

Dr. Michael Graner, Superintendent of Schools
Ms. Susan Austin, Assistant Superintendent of Schools
Mr. Samuel Kilpatrick, Director of Buildings and Grounds (arrived at 6:35 p.m.)
Mr. Ken Knight, Business Manager
Miss Cindy Fan, Student Representative
Mr. Daniel Gaiewski, Student Representative

B. RECOGNITION AND PARTICIPATION AND DELEGATIONS

➤ **Acknowledgement of the 2018 MLK Scholars**

Dr. Ackerman stated that she would allow the MLK Scholars introduce each other. The 2018 MLK Scholars are Darryl Brody, Jamin Importante, and Lily Johnson. They introduced each other and shared their colleague's accomplishments and the colleges they applied to.

C. COMMENTS FROM CITIZENS

1. Mrs. Portia Bordelon, 159 Shennecossett Parkway, shared several concerns:
 - a. Why are we an Alliance District?
 - b. Cuts in remedial funds
 - c. Piloting of programs in the district
 - d. Freshman Science
 - e. Magnet School at the middle school level
 - f. Transparency

II. RESPONSE TO COMMENTS FROM CITIZENS

1. Mrs. Watson thanked Mrs. Bordelon for sharing her concerns with the Board.
2. Mrs. Volkmann asked Ms. Austin to speak to the Board at a COW meeting on the Next Generation Science.

III. STUDENT REPRESENTATIVE REPORT

The Student Representatives reported:

- Mid-terms will begin this week on Wednesday;
- Seniors will be hosting a fundraiser at Applebee's on February 28, 2018, from open to close;
- Juniors will be selling Fitch Lanyards;
- A senior will be directing her first play, *The Boy in the Striped Pajamas* on January 25 & 26, 2018, at 7:00 p.m.
- Music Department:
 - January 14, 2018 – The Chamber Choir performed in the Mystic River Choral Concert at Connecticut College;
 - The Chamber Choir, Jazz Band, and the Women's Choir will perform at the NEA Celebration of the Arts event: February 1, 2018 – Jazz Band will perform; February 8, 2018 – The Chamber Choir and the Women's Choir will perform;
 - February 10, 2018 – Jazz Band will participate in the Berkley Jazz Festival in Boston;
 - February 15, 2018 – The Annual Band Concert will perform in the FHS auditorium.

IV. SUPERINTENDENT AND ADMINISTRATION REPORTS

1. **Update regarding the Alliance District Program [ATTACHMENT #1]**

Dr. Graner gave an overview of the Next Generation Accountability Report for 2015-2016 noting that academically, Groton did well in comparison to the state average. Ms. Austin noted that the target for some of the clusters were changing. Ms. Austin also gave an overview of CCR (College Career Readiness) and the ESSA Goal Targets.

A. REPORTS AND INFORMATION FROM THE STAFF

1. Business Office Report [ATTACHMENT #2]

➤ **Object Code Summary**

Mr. Knight gave an overview of the Object Code Summary of the FY 18 Budget Summary dated January 22, 2018 that shows a budget in the amount of \$75,791,541 which represents a 0% increase. The remaining amount of \$676,698 will be restored later in the meeting; that will return the budget to the same amount as FY 17 (\$76,468,239).

➤ **Health Insurance Report**

Mr. Knight noted there was no Health Insurance Report for the month of December.

2. Director of Buildings and Grounds Report

➤ **Groton 2020:** Mr. Kilpatrick noted that Dr. Graner, Rick Norris, Bob Selma, Kemp Morhart, and representatives from SLAM met with the State to review the middle school projects. He also noted that there are items still to be discussed.

➤ Mr. Kilpatrick noted that RFQs for the architects for the elementary renovations that were due on January 16, 2018 and that eleven proposals were received. Rick Norris, Gary Schneider, John Burt, Bob Austin LaFrance, and himself will be reviewing the proposals, then they will interview candidates before making a selection.

Dr. Ackerman stated that she met with Dr. Graner regarding resurrecting the Ad Hoc Advisory Committee.

IV. COMMITTEE REPORTS

1. Finance/Facilities Committee:
There was no report.

2. Policy Committee:
There was no report.

3. Curriculum Committee:
There was no report.

4. Negotiations Committee:
There was no report.

5. LEARN:
Mrs. Volkmann noted that the LEARN Board met January 11, 2018 and discussed how to be an effective Board Member; ratified the contract between LEARN and LEARN Education Association; and heard a report from Brian Reas, Superintendent of Schools of East Haddam, on his goals for the year.

IV. COMMITTEE REPORTS – cont.

6. Town & City Councils/RTM/Board Liaison Committee:
There was no report.
7. GEA/AGSA/BOE Liaison Committee:
There was no report.
8. Groton Scholarship:
There was no report.
9. CABA
There was no report.
10. Trails Liaison:
There was no report.
11. Ad Hoc Middle School Program Review:
There was no report.

V. ACTION ITEMS

A. CONSENT CALENDAR

1. RESOLUTION ACCEPTING BOARD MINUTES

RESOLVED, that the regular meeting minutes of December 18, 2017 with correction of the addition of Mrs. Yolanda Cooley, Mrs. Becky Vogel and Mrs. Michelle Gustavson as attendees and the removal of Mr. Manfred and Mrs. Bordelon under Present and the Special meeting minutes of January 17, 2018, are hereby accepted and approved.

2. RESOLUTION ACCEPTING GIFTS

- YouCause, LLC Trustee for Pfizer Foundation Matching Gifts Program has made a donation in the amount of \$450.00 for Girls Soccer Jerseys at Fitch High School.
- Charter Oak Credit Union has made a donation of \$500.00 for the Claude Chester Music Program.
- The Chelsea Groton Foundation has made a donation of \$2,000 towards the purchase of a new Micro Steamer for Mary Morrisson School.

MOTION: White, Robertson: To approve the Consent Calendar.

PASSED - UNANIMOUSLY

B. OLD BUSINESS

1. Discussion and possible action regarding approval as a second reading policy P 1330 Use of School Facilities. **[ATTACHMENT #3]**

MOTION: Weitlauf, White: To approve as a second reading policy P 1330 Use of School Facilities.

PASSED - UNANIMOUSLY

2. Discussion and possible action regarding approval as a second reading policy P 5145.4 Non Discrimination (LGBT/Gender). **[ATTACHMENT #4]**

MOTION: Robertson, Fitzgerald: To approve as a second reading policy P 5145.4 Non Discrimination (LGBT/Gender).

PASSED - UNANIMOUSLY

3. Discussion and possible action regarding approval as a second reading policy P 5145.53 Transgender and Non-Conforming Youth. **[ATTACHMENT #5]**

MOTION: White, Giuliani: To approve as a second reading policy P 5145.53 Transgender and Non-Conforming Youth.

PASSED – UNANIMOUSLY

C. NEW BUSINESS

1. Discussion and possible action regarding approval of the following courses for the 2018-2019 school year: Latin Poetry, Latin Prose, Special Science 9-10, Special Science 11-12, Photography 3, Falcon Café.

MOTION: Volkmann, Robertson: To approve the following courses for the 2018-2019 school year: Latin Poetry, Latin Prose, Special Science 9-10, Special Science 11-12, Photography 3, Falcon Café.

PASSED - UNANIMOUSLY

2. Discussion and possible action regarding approval as a first reading of policy P 2151 Recruitment and Selection of Certified and Non-Certified Employees. **[ATTACHMENT #6]**

MOTION: Giuliani, White: To approve as a first reading policy P 2151 Recruitment and Selection of Certified and Non-Certified Employees.

PASSED - UNANIMOUSLY

C. NEW BUSINESS – cont.

3. Discussion and possible action regarding approval as a first reading of policy P 4111 Recruitment and Selection. [ATTACHMENT #7]

MOTION: Newsome, Volkmann: To approve as a first reading policy P 4111 Recruitment and Selection.
PASSED - UNANIMOUSLY

4. Discussion and possible action regarding approval as a first reading of policy P 4112.51 Employment Verification and Offer. [ATTACHMENT #8]

MOTION: Fitzgerald, White: To approve as a first reading policy P 4112.51 Employment Verification and Offer.
PASSED - UNANIMOUSLY

5. Discussion and possible action regarding approval as a first reading of policy P 5114 Suspension/Expulsion Due Process. [ATTACHMENT #9]

MOTION: Weitlauf, White: To approve as a first reading policy P 5114 Suspension/Expulsion Due Process.
YES – Robertson, White, Volkmann, Watson, Giuliani, Newsome, Fitzgerald; ABSTAINED – Weitlauf, Ackerman
PASSED

6. Discussion and possible action regarding proposed Magnet Program Funding for NEA and CK.

MOTION: Watson, Fitzgerald: To approve proposed Magnet Program Funding for NEA and CK in the amount of \$21,500 for each school with funding from the budget and if necessary from the DoDEA grant.
PASSED – UNANIMOUSLY

7. Discussion and possible action regarding the restoration of the FY 18 budget. [ATTACHMENT #10]

MOTION: Watson, Robertson: To approve the restoration of the FY 18 budget.
YES – Robertson, White, Volkmann, Watson, Ackerman, Giuliani, Newsome, Fitzgerald; ABSTAINED – Weitlauf
PASSED

C. NEW BUSINESS – cont.

8. Discussion and possible action regarding the Board of Education Standing Committees.

MOTION: Watson, White: To approve the reinstatement of the Curriculum Committee and Finance/Facilities Committee.
PASSED - UNANIMOUSLY

9. Discussion and possible action regarding the transportation contract extension (anticipating to be in Executive Session).

VI. INFORMATION AND PROPOSALS

A. LETTERS, COMMUNICATIONS, AND COMMENTS

1. Mrs. Robertson noted her attendance at a GASP meeting today and that she approached Anytime Fitness who will be setting up a recycling place on behalf of the CB Hiking Club.
2. Mrs. Volkmann noted communication from the community regarding Groton being an Alliance District and how we are going to support it.
3. Dr. Ackerman noted her attendance at a PBSC meeting, extended her complement to the FHS Jazz Ensemble concert, and the MLK Ecumenical Service and noted the outstanding musical performances by the students.
4. Mrs. Giuliani noted that her granddaughter attended NEA and that she enjoyed talking to parents and students of NEA.
5. Mr. Weitlauf noted that he received communication regarding the Alliance District, remedial services in the district, communication from NEA parents regarding funding; and his attendance at the MLK Ecumenical Service at St. James Church.

VII. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items

As noted in the agenda.

REMINDER:

January 23, 2018	Budget Worksession	THA, CR 3	7:00 p.m.
January 29, 2018	Budget Worksession	C.O., Room 11	6:00 p.m.
January 30, 2018	Public Hearing	Sr. Ctr.	6:00 p.m.

B. Suggested Agenda Items

Discussion at a COW meeting of how the Board can collaborate with GASP.

VIII. EXECUTIVE SESSION

MOTION: Ackerman, Robertson: To go into Executive Session at 8:54 p.m. for the purpose of discussing the Transportation Contract Extension and to invite Dr. Graner, Mr. Kilpatrick, Mr. Knight, and Ms. Austin to attend.
PASSED – UNANIMOUSLY

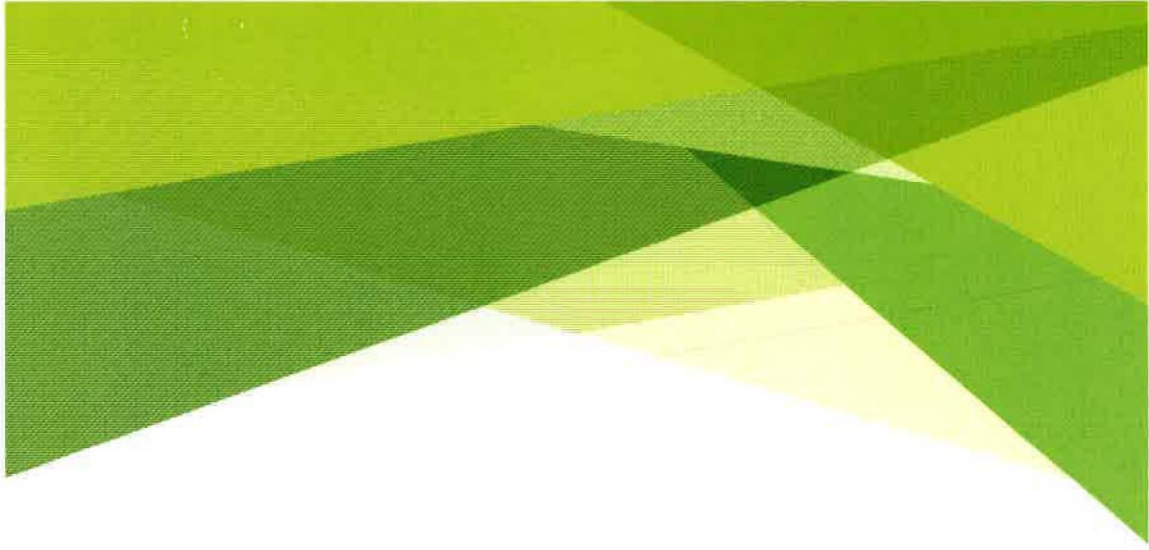
The transportation contract extension was discussed. No action was taken.

MOTION: Ackerman, Robertson: To return to Open Session at 9:23 p.m.
PASSED – UNANIMOUSLY

VIII. ADJOURNMENT

MOTION: Ackerman, Weitlauf: To adjourn at 9:24 p.m.
PASSED - UNANIMOUSLY

Alliance District Program

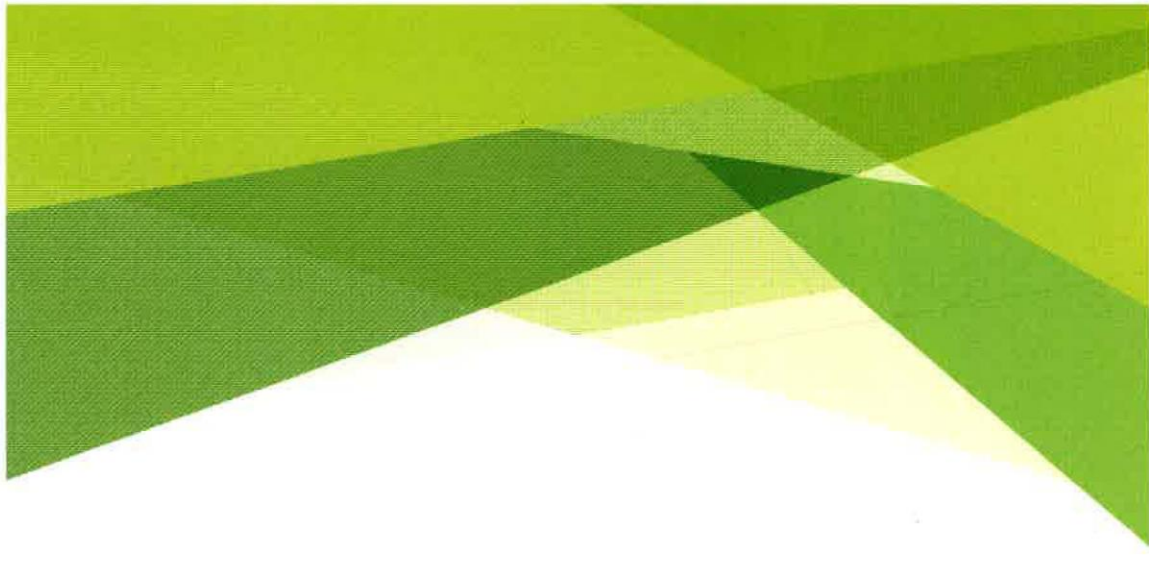


#1

District Performance Indicators:

What are the 12 indicators?

1. Academic achievement status measured by state assessments
2. Academic growth
3. Assessment participation rate
4. Chronic absenteeism
5. Preparation for postsecondary and career readiness - coursework
6. Preparation for postsecondary and career readiness – exams
7. Graduation – on track in ninth grade
8. Graduation – Four-year adjustment cohort graduation rate – all students
9. Graduation – six-year adjusted cohort graduation rate – high needs
10. Postsecondary entrance rate – all students (college enrollment)
11. Physical fitness
12. Arts access



Steps to Identify Alliance Districts

- Step 1: **Include local and regional school districts only.** (excludes CT Technical High School, Endowed Academies, Public Charter Schools, Regional Education Service Centers, Unified School Districts)
- Step 2: **Include districts with at least 1000 students.**
- Step 3: **Sort districts based on 2015-2016 Accountability Index.**
- Step 4: **Add any district previously identified as an Alliance District for the fiscal years ending June 30, 2013 to June 30, 2017 , inclusive, that does not meet the criteria outlined in steps 1-3.**

Next Generation Accountability Report: 2015-16

Groton School District

No:	Indicator	Index/ Rate	Target	State Avg Index/Rate
1a.	ELA Performance Index – All Students	67.2	75	67.7
1b.	ELA Performance Index – High Needs Students	59.4	75	56.7
1c.	Math Performance Index – All Students	62.2	75	61.4
1d.	Math Performance Index – High Needs Students	54.5	75	49.9
1e.	Science Performance Index – All Students	58.7	75	57.5
1f.	Science Performance Index – High Needs Students	52.0	75	47.0
2a.	ELA Avg. Percentage of Growth Target Achieved – All Students	61.1%	100	63.8%
2b.	ELA Avg. Percentage of Growth Target Achieved – High Needs Students	57.8%	100	58.3%
2c.	Math Avg. Percentage of Growth Target Achieved – All Students	65.4%	100	65.0%
2d.	Math Avg. Percentage of Growth Target Achieved – High Needs Students	59.3%	100	57.4%
4a.	Chronic Absenteeism – All Students	11.1%	<=5%	9.6%
4b.	Chronic Absenteeism – High Needs Students	15.8%	<=5%	15.6%
5	Preparation for CCR – % taking courses	52.6%	75%	67.6%
6	Preparation for CCR – % passing exams	34.5%	75%	40.7%
7	On-track to High School Graduation	90.1%	94%	85.1%
8	4-year Graduation All Students (2015 Cohort)	87.5%	94%	87.2%
9	6-year Graduation - High Needs Students (2013 Cohort)	75.3%	94%	78.6%
10	Postsecondary Entrance (Class of 2015)	67.9%	75%	71.9%
11	Physical Fitness (estimated part rate) and (fitness rate)	97.1%	75%	89.2%
12	Arts Access	41.5%	60%	50.5%
	Accountability Index	54.0%		47.5%

**APPENDIX A
ESSA GOAL TARGETS
DISTRICT: GROTON**

I. English Language Arts Achievement – District Performance Indices (DPI)

	DPI (Data Year)			
	2017-18	2018-19	2019-20	2020-21
2016-17 (Baseline)	68.1	69.2	69.7	70.2
	64.6			

II. Mathematics Achievement – District Performance Indices (DPI)

	DPI (Data Year)			
	2017-18	2018-19	2019-20	2020-21
2016-17 (Baseline)	63.3	65.1	66.0	66.9
	64.2			

III. English Language Arts Smarter Balanced Growth Model

	Average Percentage of Target Achieved (Data Year)			
	2017-18	2018-19	2019-20	2020-21
2016-17 (Baseline)	60.0%	63.1%	66.2%	72.3%
	69.1%			

IV. Mathematics Smarter Balanced Growth Model

	Average Percentage of Target Achieved (Data Year)			
	2017-18	2018-19	2019-20	2020-21
2016-17 (Baseline)	58.7%	61.9%	65.1%	71.4%
	68.7%			

V. Chronic Absenteeism

	Percent (Data Year)			
	2017-18	2018-19	2019-20	2020-21
2016-17 (Baseline)	11.3%	10.8%	9.8%	9.4%
	10.8%			

VI. Four-Year Adjusted Cohort Graduation Rate

	Percent (Cohort Year)			
	2016-17	2017-18	2018-29	2019-20
2015-16 (Baseline)	86.1%	84.7%	87.9%	88.5%
	84.7%			

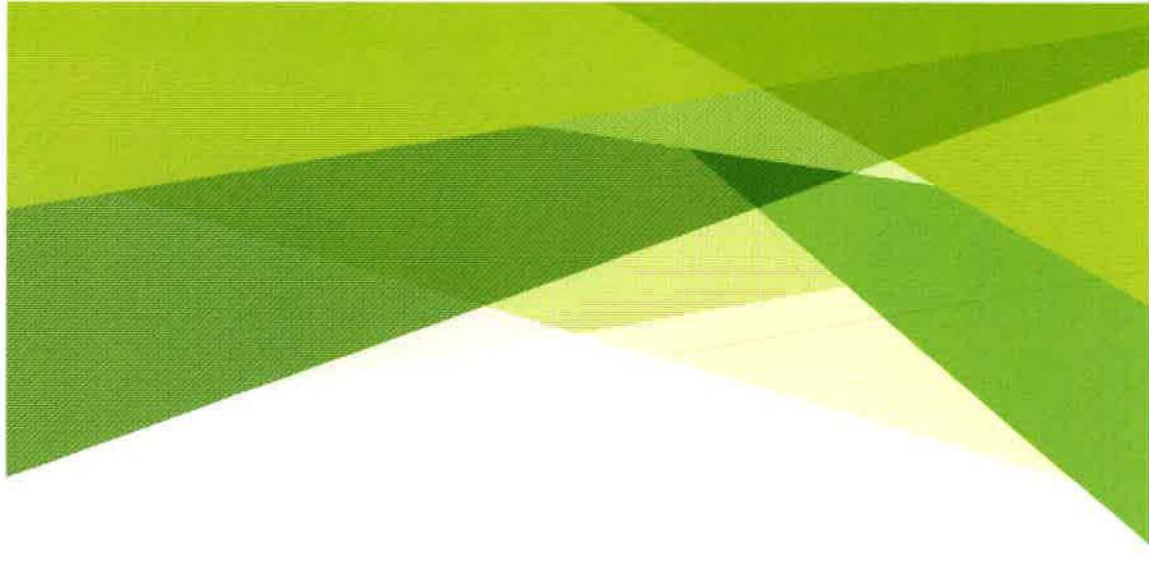
VII. Six-Year Adjusted Cohort Graduation Rate

	Percent (Cohort Year)			
	2014-15	2015-16	2016-17	2017-18
2013-14 (Baseline)	75.3%	76.8%	79.6%	81.1%
	76.8%			

What we will do to improve performance:

Utilize the Groton Public Schools 2017-2022 Strategic Plan to develop and implement action plans around:

- ▶ Chronic absenteeism
- ▶ CT Core Standards
- ▶ College Career Readiness factors
- ▶ Graduation rate



**Groton Public Schools
FY 2018 Budget Summary**

Date Prep: 1/19/18
1:22 PM

H2

		FY18 Approved Budget	01122018		FY18 Total	Remaining Balance	% Inc (Dec)	FY18 Estimated 1/12/18	Budget vs. Estimate Under (Over)
Account	Object #s	2017-2018	Expended	Encumbered	Exp & Enc				
Salaries									
1 Administrators	105,106,107	4,105,126	2,112,088	1,876,256	3,988,344	116,782	2.84%	4,033,211	71,915
2 Teachers	101-104,109,123-127	33,881,122	12,805,244	19,720,349	32,525,593	1,355,529	4.00%	33,575,748	305,374
3 Non-Cert Aides	110,111,119,129,130,131,136	3,724,899	1,124,007	113,926	1,237,933	2,486,966	66.77%	3,797,477	(72,578)
4 Substitute- Cert & NonCert	120,121	944,000	381,525		381,525	562,475	59.58%	944,000	
5 Clerical	112-114,132-134,144	1,844,055	944,278	477,775	1,422,053	422,002	22.88%	1,774,435	69,620
6 Custodial/Maintenance	117,118,137,147,148	2,865,933	1,411,391	64,172	1,475,563	1,390,370	48.51%	2,697,291	168,642
7 Campus Security	128	96,094	52,337		52,337	43,757	45.54%	109,194	(13,100)
8 Total	100	47,461,229	18,830,869	22,252,478	41,083,347	6,377,882	13.44%	46,931,356	529,873
Benefits									
9 Health Insurance	201-202	8,524,048	5,433,366		5,433,366	3,090,682	36.26%	8,524,048	
10 Other Benefits	211- 227	2,456,474	2,020,049	147,355	2,167,403	289,071	11.77%	3,011,584	(555,110)
11 Total	200	10,980,522	7,453,415	147,355	7,600,770	3,379,752	30.78%	11,535,632	(555,110)
Purchased Services									
12 Instructional Services	321	86,904	54,418		54,418	32,486	37.38%	86,904	
13 Instruct Improve Services	322	26,000	34,693	5,835	40,528	(14,528)	(55.88%)	40,528	(14,528)
15 Legal	334	85,000	8,059		8,059	76,941	90.52%	85,000	
16 Computer Network Services	343	53,897	78,804	29,625	108,429	(54,532)	(101.18%)	116,205	(62,308)
17 Ath. Officials & Other Ath Sen	341 & 342	70,745	43,590	2,185	45,775	24,970	35.30%	70,745	
18 OT & PT Services	333	595,000	54,068	483,925	537,993	57,007	9.58%	629,000	(34,000)
19 Prof Services	331	117,725	133,925	31,302	165,227	(47,502)	(40.35%)	173,725	(56,000)
20 Other Prof Services	332	552,838	220,101	17,100	237,201	315,637	57.09%	590,000	(37,162)
21 Total	300	1,588,109	627,657	569,973	1,197,630	390,479	24.59%	1,792,107	(203,998)
Property Services									
22 Repair/Maintenance	430-435,490,491,499	591,665	219,559	62,856	282,415	309,250	52.27%	571,665	20,000
23 Rental	441	67,058	38,562	19,798	58,360	8,698	12.97%	67,058	
24 Water/Sewer	410 & 411	88,000	32,987		32,987	55,013	62.51%	88,000	
25 Trash & Snow Removal	421 & 422	180,500	39,575	46,596	86,170	94,330	52.26%	180,500	
26 Total	400	927,223	330,683	129,250	459,932	467,291	50.40%	907,223	20,000
Transportation, Insurance, Communications, Tuition									
27 Transportation: Schools	510 - 516	4,588,988	1,543,854		1,543,854	3,045,134	66.36%	4,588,988	
28 Trans: Athletic & Field Trips	587-588	123,381	44,429	28,933	73,363	50,018	40.54%	123,381	
29 Travel - Prof & Prof Dev	580 - 584	121,230	35,016	1,185	36,201	85,029	70.14%	121,230	
30 Fees - Entry & Admission	591,592,595	37,635	11,985	3,600	15,585	22,050	58.59%	37,635	
31 Liability & Accident Ins	522,525	285,814	268,613		268,613	17,201	6.02%	268,613	17,201
32 Telephone, Telephone Repair	530	50,200	31,771		31,771	18,429	36.71%	50,200	
33 Postage	531	44,360	14,083		14,083	30,277	68.25%	44,360	
34 Advertisement & Minority Rec	540 - 541	15,200	2,842	474	3,316	11,884	78.19%	15,200	
35 Printing	550,551,552	18,800	3,792		3,792	15,008	79.83%	10,000	8,800
36 Tuition	561-564, 566	5,899,065	2,015,263	2,894,150	4,909,414	989,651	16.78%	5,730,895	168,170
37 Total	500	11,184,673	3,971,650	2,928,343	6,899,992	4,284,681	38.31%	10,990,502	194,171
Supplies									
38 Instructional Supplies	601 - 619,622,623,626	693,482	255,525	65,458	320,983	372,499	53.71%	693,482	
39 Software	612	393,639	303,467	23,404	326,871	66,768	16.96%	393,639	
40 Textbooks & Workbooks	640-642	150,788	29,092	3,193	32,286	118,502	78.59%	150,788	
41 Library Books, Periodicals	643, 645, 647	25,300	651		651	24,649	97.43%	25,300	
42 Professional Materials	690	17,230	3,867	611	4,479	12,751	74.01%	17,230	
43 Maintenance Supplies	650, 652 - 654, 657, 659	250,500	91,624	9,116	100,740	149,760	59.78%	250,500	
44 Custodial Supplies	658	166,750	100,426	12,363	112,789	53,961	32.36%	166,750	
45 Ground Supplies	651	20,000	6,966		6,966	13,034	65.17%	20,000	
46 Electricity	631	852,975	425,761	2,743	428,503	424,472	49.76%	852,975	
47 Heating Oil	633	355,880	75,813		75,813	280,067	78.70%	355,880	
48 Propane	632	20,000	15,375	205	15,580	4,420	22.10%	20,000	
49 Transportation Supplies	634 & 656	284,867	95,452		95,452	189,415	66.49%	264,867	20,000
50 Other (staff dev., etc.)	621, 624, 626-627	80,556	16,372	2,766	19,138	61,418	76.24%	80,556	
51 Total	600	3,311,967	1,420,390	119,859	1,540,250	1,771,717	53.49%	3,291,967	20,000
Equipment									
52 Instr Equipment Replace	730	12,000	11,556	8,493	20,049	(8,049)	(67.07%)	20,049	(8,049)
53 Instr Equipment New	735	5,100	3,209		3,209	1,891	37.07%	5,100	
54 Non-Instr Equip Replace	731	177,500	2,880		2,880	174,620	98.38%	177,500	
55 Non-Instr Equip New	736	73,275	329	565	894	72,381	98.78%	73,275	
56 Total	700	267,875	17,974	9,058	27,032	240,843	89.91%	275,924	(8,049)
57 Dues & Fees	800	69,943	64,748	300	65,048	4,895	7.00%	66,831	3,112
58 GRAND TOTAL		75,791,541	32,717,387	26,156,615	58,874,001	16,917,540	22.32%	75,791,541	

Proposed remaining fy18 adjustments 676,698
76,468,239

**Groton Public Schools
FY 2018 Budget Summary**

Date Prep: 1/19/18
1:22 PM

		FY18 Approved Budget	01122018		FY18 Total	Remaining	%	FY18	Budget vs.
Account	Object #s	2017-2018	Expended	Encumbered	Exp & Enc	Balance	Inc (Dec)	Estimated 1/12/18	Estimate Under (Over)
Salaries									
Administrators									
59 Admin	105	976,964	500,629	468,090	968,719	8,245	0.84%	957,034	19,930
60 Principals	106	1,313,687	692,107	567,837	1,259,943	53,744	4.09%	1,312,474	1,213
61 Asst. Principals	107	1,669,418	839,699	785,605	1,625,303	44,115	2.64%	1,645,134	24,284
62 Dean	108	145,057	79,654	54,724	134,378	10,679	7.36%	118,569	26,488
63 Administrators		4,105,126	2,112,088	1,876,256	3,988,344	116,782	2.84%	4,033,211	71,915
Teachers									
64 Classroom Teachers	101	23,997,481	9,202,738	14,545,087	23,747,825	249,656	1.04%	23,970,428	27,053
65 SPED Cert	102	7,300,357	2,674,944	4,221,091	6,896,034	404,323	5.54%	7,056,042	244,315
66 Media Spec	103	780,362	232,999	371,199	604,198	176,164	22.57%	663,798	116,564
67 Guidance	104	951,535	355,206	582,972	938,178	13,357	1.40%	951,454	81
68 Athletic Dir.	109	12,155	4,527		4,527	7,629	62.76%	11,769	386
69 Summer School	123	4,672	4,886		4,886	(214)		4,886	(214)
70 Adult Ed	124	62,014	19,381		19,381	42,633	68.75%	62,014	
71 Tutors	125	405,000	195,383		195,383	209,617	51.76%	438,738	(33,738)
72 Coach Stipends	126	295,388	103,886		103,886	191,502	64.83%	348,862	(53,474)
73 Other Stud Act	127	72,158	11,294		11,294	60,864	84.35%	67,758	4,400
74 Teachers		33,881,122	12,805,244	19,720,349	32,525,593	1,355,529	4.00%	33,575,748	305,374
Non-Cert Aides									
75 Reg. Teacher aides-Office, etc.	110	66,139				66,139	100.00%	70,136	(3,997)
76 SPED aides-Para I	111	831,446	432,332		432,332	399,114	48.00%	874,841	(43,395)
77 Reg. Teacher aides-Kindergarten	130	379,059	148,167		148,167	230,892	60.91%	418,590	(39,531)
78 SPED aides Para II	131	1,513,279	1,890		1,890	1,511,389	99.88%	1,424,920	88,359
79 Computer Techs	129,149	596,314	351,149	113,926	465,076	131,238	22.01%	637,435	(41,121)
80 School Bus aides	136,139	338,662	190,468		190,468	148,194	43.76%	371,555	(32,893)
81 Non-Cert Aides		3,724,899	1,124,007	113,926	1,237,933	2,486,966	66.77%	3,797,477	(72,578)
Substitutes									
82 Substitute SPED Certified	121	80,000	35,871		35,871	44,129	55.16%	80,000	
83 Substitute Certified	120	864,000	345,654		345,654	518,346	59.99%	864,000	
84 Substitutes		944,000	381,525		381,525	562,475	59.58%	944,000	
Clerical									
85 Clerical	112-114,132-134,144	1,844,055	944,278	477,775	1,422,053	422,002	22.88%	1,774,435	69,620
Custodial/Maintenance									
86 Custodial	117	1,785,734	877,168	31,864	909,032	876,702	49.09%	1,642,635	143,099
87 Maintenance	118	827,949	421,768	32,308	454,076	373,873	45.16%	773,140	54,809
88 Custodial Part Time	137,138	150,000	75,976		75,976	74,024	49.35%	179,265	(29,265)
89 Custodial Overtime	147	83,750	25,089		25,089	58,661	70.04%	83,750	
90 Maintenance Overtime	148	18,500	11,389		11,389	7,111	38.44%	18,500	
91 Custodial/Maintenance		2,865,933	1,411,391	64,172	1,475,563	1,390,370	48.51%	2,697,291	168,642
92 Security	128	96,094	52,337		52,337	43,757	45.54%	109,194	(13,100)
93 Total Salaries		47,461,229	18,830,869	22,252,478	41,083,347	6,377,882	13.44%	46,931,356	529,873
Benefits									
Health Insurance									
94 Group Ins. Prof	201	6,363,403	4,526,966		4,526,966	1,836,437	28.86%	6,363,403	
95 Group Ins. Other	202	2,160,645	906,400		906,400	1,254,245	58.05%	2,160,645	
96		8,524,048	5,433,366		5,433,366	3,090,682	36.26%	8,524,048	
97 Worker's Compensation	211	445,000	571,538		571,538	(126,538)	(28.44%)	571,358	(126,358)
98 Town Pension	213	235,242	309,900		309,900	(74,658)	(31.74%)	309,900	(74,658)
Social Security & Medicare									
99 Social Security	212	632,401	278,549		278,549	353,852	55.95%	648,552	(16,151)
100 Medicare	214	692,831	334,553		334,553	358,278	51.71%	683,440	9,391
101		1,325,232	613,102		613,102	712,130	53.74%	1,331,992	(6,760)
102 Unemployment	223	50,000	8,947		8,947	41,053	82.11%	50,000	
103 Tuition Reimb Certified	224	106,000	33,333		33,333	72,667	68.55%	106,000	
Other Employee Benefits									
104 EAP	226	9,000				9,000	100.00%	9,000	
105 Mentor Stipend	227	1,000	250		250	750	75.00%	3,000	(2,000)
106		10,000	250		250	9,750	97.50%	12,000	(2,000)
107 Retirement Awards	222	285,000	482,979	147,355	630,333	(345,333)	(121.17%)	630,333	(345,333)
108 Total Other Benefits		2,456,474	2,020,049	147,355	2,167,403	289,071	11.77%	3,011,584	(555,110)
109 Total Health Insurance & Other Benefits		10,980,522	7,453,415	147,355	7,600,770	3,379,752	30.78%	11,535,632	(555,110)

**Groton Public Schools
FY 2018 Budget Summary**

Date Prep: 1/19/18
1:22 PM

		FY18 Approved Budget	01122018		FY18 Total	Remaining Balance	% Inc (Dec)	FY18 Estimated 1/12/18	Budget vs. Estimate Under (Over)
Account	Object #s	2017-2018	Expended	Encumbered	Exp & Enc				
Purchased Services									
Athl Officials & Other Athl Serv									
110 Athletic Officials	341	58,540	36,948		36,948	21,592	36.88%	58,540	
111 Other Athletic Services	342	12,205	6,642	2,185	8,827	3,378	27.68%	12,205	
112		70,745	43,590	2,185	45,775	24,970	35.30%	70,745	
Property Services									
Water/Sewer									
113 Water	410	60,000	20,379		20,379	39,621	66.04%	60,000	
114 Sewer	411	28,000	12,608		12,608	15,392	54.97%	28,000	
115		88,000	32,987		32,987	55,013	62.51%	88,000	
Repair/Maintenance									
116 Equipment Repair	430	133,165	54,499	3,499	57,998	75,167	56.45%	133,165	
117 Grounds Repair	431	130,000	66,470	42,855	109,325	20,675	15.90%	130,000	
118 Gen. Bldg. Repair	432	140,000	24,432	5,528	29,960	110,040	78.60%	140,000	
119 Painting	433	30,000	8,800		8,800	21,200	70.67%	10,000	20,000
120 Heat & Plumbing	434	45,000	22,027	882	22,909	22,091	49.09%	45,000	
121 Electric Repairs	435	25,000	8,452	596	9,048	15,952	63.81%	25,000	
122 Extermination Services	490	12,500	5,198	5,123	10,322	2,178	17.43%	12,500	
123 Bldg. Fire Protection	491	46,000	12,024	3,775	15,799	30,201	65.65%	46,000	
124 Other Prof Services	499	30,000	17,658	597	18,255	11,745	39.15%	30,000	
125		591,665	219,559	62,856	282,415	309,250	52.27%	571,665	20,000
Trash & Snow Removal									
126 Trash Removal	421	90,000	39,575	46,596	86,170	3,830	4.26%	90,000	
127 Snow Removal	422	90,500				90,500	100.00%	90,500	
128		180,500	39,575	46,596	86,170	94,330	52.26%	180,500	
Transportation, Insurance, Communications, Tuition									
Transportation: Schools									
129 Reg Ed Pupil Transportation	510	2,829,855	883,678		883,678	1,946,177	68.77%	2,829,855	
130 SPED - Trans - STA	511	943,285	363,178		363,178	580,107	61.50%	943,285	
131 SPED - Trans - Curtin	512	810,848	292,725		292,725	518,123	63.90%	810,848	
132 Grasso Tech Transportation	513	5,000	4,273		4,273	727	14.55%	5,000	
133		4,588,988	1,543,854		1,543,854	3,045,134	66.36%	4,588,988	
Tuition									
134 Special Education Vocational	561	501,970	216,672	157,667	374,340	127,630	25.43%	368,781	133,189
135 SPED BOE Placements	562	1,707,637	522,243	1,430,225	1,952,468	(244,831)	(14.34%)	1,992,278	(284,641)
136 SPED State Placements	563	814,377	217,921	366,130	584,051	230,326	28.28%	814,377	
137 Adult Ed	564	209,323	207,000		207,000	2,323	1.11%	207,000	2,323
138 Magnet Tuition	566	1,198,622	533,358		533,358	665,264	55.50%	1,120,288	78,334
139 VoAg Reg Ed Tuition	567	211,513	136,460		136,460	75,053	35.48%	136,460	75,053
140 SPED Magnet Choice	568	1,255,623	181,609	940,127	1,121,736	133,887	10.66%	1,091,711	163,912
141		5,899,065	2,015,263	2,894,150	4,909,414	989,651	16.78%	5,730,895	168,170
Trans: Athletic & Field Trips									
142 Trans - Athletics	587	98,170	30,795	23,853	54,648	43,522	44.33%	98,170	
143 Trans - Field Trips	588	25,211	13,634	5,080	18,714	6,497	25.77%	25,211	
144		123,381	44,429	28,933	73,363	50,018	40.54%	123,381	
Travel									
145 Travel - Reg Ed	580	4,500				4,500	100.00%	4,500	
146 Travel - SPED	581	10,450	1,930		1,930	8,520	81.53%	10,450	
147 Travel - Admin	582	20,880	8,930		8,930	11,950	57.23%	20,880	
148 Travel - Maint	583	7,800	4,740		4,740	3,060	39.23%	7,800	
149 Travel - Conferences	584	77,600	19,416	1,185	20,601	56,999	73.45%	77,600	
150		121,230	35,016	1,185	36,201	85,029	70.14%	121,230	
Fees - Entry & Admission									
151 Entry Fees	591	18,235	2,290	3,600	5,890	12,345	67.70%	18,235	
152 Greens Fees	592	1,200				1,200	100.00%	1,200	
153 Admission Fees	595	18,200	9,695		9,695	8,505	46.73%	18,200	
154		37,635	11,985	3,600	15,585	22,050	58.59%	37,635	
Printing & School Pub									
155 Printing Admin	550,552	5,000	3,767		3,767	1,233	24.66%	5,000	
156 School Publications	551	13,800	25		25	13,775	99.82%	5,000	8,800
157		18,800	3,792		3,792	15,008	79.83%	10,000	8,800

**Groton Public Schools
FY 2018 Budget Summary**

Date Prep: 1/19/18
1:22 PM

		FY18 Approved Budget	01122018		FY18 Total	Remaining	%	FY18	Budget
Account	Object #s	2017-2018	Expended	Encumbered	Exp & Enc	Balance	Inc (Dec)	Estimated 1/12/18	vs. Estimate Under (Over)
Advertisement & Minority Recruit									
158 Advertisement	540	10,200	2,842	474	3,316	6,884	67.49%	10,200	
159 Minority Recruit	541	5,000				5,000	100.00%	5,000	
160		15,200	2,842	474	3,316	11,884	78.19%	15,200	
Liability & Accident Ins									
161 Liability Insurance	522	264,714	251,992		251,992	12,722	4.81%	251,992	12,722
162 Accident Insurance	525	21,100	16,621		16,621	4,479	21.23%	16,621	4,479
163		285,814	268,613		268,613	17,201	6.02%	268,613	17,201
Supplies									
Maintenance Supplies									
164 Equipment Repair	650	33,000	7,746	1,597	9,343	23,657	71.69%	33,000	
165 Gen Bldg Repair	652	87,000	46,368	1,988	48,356	38,644	44.42%	87,000	
166 Painting	653	8,000	852	93	944	7,056	88.20%	8,000	
167 Heat & Plumbing	654	30,000	15,831	3,328	19,158	10,842	36.14%	30,000	
168 Electrical	655	80,000	13,575	2,112	15,687	64,313	80.39%	80,000	
169 Safety Supplies/Clothing Allow	657,659	12,500	7,252	-	7,252	5,248	100.00%	12,500	
170		250,500	91,624	9,116	100,740	149,760	59.78%	250,500	
Transportation Supplies									
171 Diesel for School Buses	634	234,867	85,643	-	85,643	149,224	63.54%	234,867	
172 Gas for Maintenance	656	50,000	9,808	-	9,808	40,192	80.38%	30,000	20,000
173		284,867	95,452		95,452	189,415	66.49%	264,867	20,000
Instructional Supplies									
174 Gen Classroom	601	160,957	61,713	9,470	71,184	89,773	55.77%	160,957	
175 Science	602	55,350	7,742	866	8,608	46,742	84.45%	55,350	
176 Arts & Craft	603	26,200	8,109	2,899	11,008	15,192	100.00%	26,200	
177 Phys. Ed	604	20,150	1,271	160	1,431	18,719	100.00%	20,150	
178 Music	605	22,600	17,225	3,120	20,345	2,255	100.00%	22,600	
179 Kindergarten	606	2,300	574	-	574	1,726	100.00%	2,300	
180 Pupil Tests	607	88,455	31,508	3,648	35,156	53,299	60.25%	88,455	
181 Tech Ed	609	19,800	7,247	65	7,312	12,488	100.00%	19,800	
182 Computer & Business	610,611	88,000	53,325	25,846	79,171	8,829	10.03%	88,000	
183 Home Ec	613	25,000	6,121	365	6,486	18,514	100.00%	25,000	
184 Sped Supplies	615	60,300	18,489	1,434	19,923	40,377	66.96%	60,300	
185 Athletic Supplies	616	67,130	28,736	16,534	45,270	21,860	32.56%	67,130	
186 Math Supplies	617	13,200	455	793	1,248	11,952	100.00%	13,200	
187 Health Supplies	618	3,900	-	-	-	3,900	100.00%	3,900	
188 Other Supplies	619	8,750	-	-	-	8,750	100.00%	8,750	
189 Health Serv Pathogen	622	8,500	518	31	550	7,950	93.54%	8,500	
190 School Library Supplies	623	3,850	230	87	317	3,533	100.00%	3,850	
191 Media Services	625		-	-	-		100.00%		
192 Food, Drink, Snacks	628	19,040	12,261	140	12,401	6,639	34.87%	19,040	
193		693,482	255,525	65,458	320,983	372,499	53.71%	693,482	
Textbooks & Workbooks									
194 Textbooks	640	101,738	20,921	3,193	24,114	77,624	76.30%	101,738	
195 Workbooks	641	49,050	8,171	-	8,171	40,879	83.34%	49,050	
196 Textbook Rebind	642		-	-	-		100.00%		
197		150,788	29,092	3,193	32,286	118,502	78.59%	150,788	
Library Books, Periodicals									
198 Library Books	645	18,700	-			18,700	100.00%	18,700	
199 Periodicals for Pupils	647	6,600	651		651	5,949	100.00%	6,600	
200		25,300	651		651	24,649	100.00%	25,300	
Other Supplies									
201 Sup Serv Guide Imp Ins	621	39,856	6,129	753	6,882	32,974	82.73%	39,856	
202 Audio Visual	624	7,000	597		597	6,403	100.00%	7,000	
203 Gen Admin Supplies	626	16,000	6,088	35	6,123	9,877	61.73%	16,000	
204 School Admin Supplies	627	17,700	3,558	1,978	5,536	12,164	68.72%	17,700	
205		80,556	16,372	2,766	19,138	61,418	76.24%	80,556	
Dues - Fees									
206 Dues BoE	810	25,835	20,541		20,541	5,294	20.49%	20,541	5,294
207 Gen Admin Dues	811	16,100	14,217	100	14,317	1,783	11.07%	16,100	
208 School Admin Dues	812	25,850	26,520		26,520	(670)	(2.59%)	26,520	(670)
209 Other Dues	819	2,158	3,470	200	3,670	(1,512)	(70.06%)	3,670	(1,512)
210		69,943	64,748	300	65,048	4,895	7.00%	66,831	3,112

Community Relations

Use of School Facilities

School buildings and school facilities belong to the Town of Groton and are provided to the Board of Education for the purpose of offering an educational program to the children of the district. The Board believes that the use of such facilities should be encouraged for legitimate, for-profit, non-profit, charitable, and community services organizations which are nonexclusive and open to the general public and when such use does not interfere with the educational programs of the schools. Such purposes may include organizations which are not directly related to the schools. Such organizations may use the facilities when such use complies with the law, does not result in additional costs to the school district, and does not present an inconvenience to the students.

All applications for use of school facilities must be made in writing to the Superintendent of Schools or designee who may grant the request when the building principal involved has ascertained the availability of the facility on the date or dates requested. The Superintendent of Schools may revoke permission or refuse applications for use of a facility for cause. Priority will be given to school related organizations.

In cases where buildings or equipment are to be utilized on Saturdays, Sundays, or holidays, or any other time when custodial personnel are not normally scheduled, user fees will be charged to the using organization. The Board of Education will set rates annually as recommended by the Superintendent of Schools (see appendix A). Once approved, the fees will not be waived except for the Town of Groton and those organizations having a substantial and continuing school relationship as determined by the Superintendent of Schools or designee.

Eligible Organizations and Priority of Use

1. Educational programs
2. Student activities
3. Administrative, faculty, or staff activities (includes parent-teacher groups)
4. Town department or agency activities (Parks and Recreation activities top priority)
5. Activities sponsored by and for organizations promoting the physical or cultural wellbeing of the citizens of Groton
6. Private organizations, private businesses, or enterprises located in or taxpayers to the Town of Groton
7. Out-of-town organizations

Rental fees and/or security deposits will be required for use of any equipment and consumable supplies authorized for use by the Superintendent of Schools.

As a condition for approval of an application for use of facilities, applicants shall file with the Superintendent of Schools a certificate of insurance indicating a liability coverage of at least \$1,000,000, (one million) dollars with the Town of Groton and the Board of Education listed as additional insured. The Board of Education recognizes the following organizations as having a substantial and continuing school relationship:

Community Relations

Use of School Facilities (continued)

- a) All recognized parent and parent-teacher organizations
- b) District approved Booster Club
- c) Fitch Senior High School Graduation Party, Inc.
- d) Groton Education Foundation
- e) Fitch Senior High School Alumni Foundation

The Board of Education will waive the required insurance for these groups.

Restrictions on Use of School Facilities

1. Illegal activities will not be tolerated and any violations may justify permanent restriction of the organization(s) involved.
2. Use or possession of alcoholic beverages or unauthorized controlled substances shall not be permitted on school property. There shall be no smoking or use of any tobacco products in school buildings or on school grounds.
3. Vendors shall be prohibited in school buildings or on school grounds, unless specifically approved by the Superintendent.
4. Inappropriate advertising and/or decorations shall not be allowed. Any advertising prior to the final approval is prohibited.
5. Activities which engender (i.e. racial or religious, refer to P 5145.4) prejudices or which are inimical to democracy are prohibited. No school facilities may be used by any individual, group, or society which advocates a social or political change by violence or revolution.
6. School facilities may not be used for the promotion of any commercial interest or private or corporate gain other than by a duly organized and recognized charity, unless specifically approved by the Superintendent.
7. **The Board, and/or its designee, reserves the right to determine the need for:** (a) the applying organization to have additional liability insurance; (b) police protection and traffic control; (c) a food service representative to be present when cafeteria equipment is in use; and (d) the presence of custodian(s) during the activity.
8. Permission shall not be granted for the purpose of providing sectarian instructions or dissemination of religious doctrine during the normal school day. To further provide for separation of church and state, use of school facilities for sectarian purposes may not begin until fifteen (15) minutes after the dismissal of students has occurred in the school.
9. Unleashed animals are not permitted on school grounds, and no animals are allowed in school facilities, with the exception of police dogs and service animals, unless specifically approved by the Building Administrator. All owners are required to clean up after their animals while on school property.
10. Each organization approved to use the school facilities is expected to fully comply with all applicable Board policies, rules, and regulations regarding the use of school facilities. The organization shall be held responsible and accountable for the behavior and actions of the individuals attending the activity. Violation of Board policies, rules, or regulations may result in immediate termination of the activity and may justify permanent restriction of the organization involved.

Community Relations

Use of School Facilities (continued)

The Superintendent of Schools or designee shall set out rules and regulations for the use of school buildings as deemed necessary and shall ensure that a copy is forwarded to all organizations requesting the use of a school facility. Under special circumstances, and with notification to the Board, the Superintendent has the authority to waive any of the provisions above except for insurance requirements.

Legal Reference: CGS Sec. 10-239 (paragraphs A and B)

Policy adopted: February 8, 1993 (Effective 7/1/93)
Revised: May 8, 1995
Revised: June 9, 1997
Revised: September 27, 1999
Revised: December 14, 2009
Revised: July 25, 2011
Revised: June 22, 2015
Revised:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

**Groton Public Schools
Building and Grounds Rental Rate Schedule**

When buildings are to be utilized on Saturday, Sunday or holidays, or any other time custodial personnel are not scheduled*, the following fees will be charged:

	Non-Profit	For Profit
Custodial and Utility Fees:	\$45/hr	\$45/hr
If more than one custodian is required,		
the fee for each additional custodian will be:	\$35/hr	\$35/hr
Technician Staff	\$45/hr	\$45/hr
Security Staff	\$20/hr	\$20/hr
Kitchen Staff	\$20/hr	\$20/hr

Heating utility surcharges for the period November 1 - April 30			
High School	First hour	\$80/hr	\$80/hr
	each hour thereafter	\$20/hr	\$20/hr
Middle School	First hour	\$45/hr	\$45/hr
	each hour thereafter	\$10/hr	\$10/hr
Elementary School	First hour	\$40/hr	\$40/hr
	each hour thereafter	\$5/hr	\$5/hr

High School Auditorium		
Air conditioning:		
First hour	\$63/hr	\$63/hr
each hour thereafter	\$9/hr	\$9/hr
High School Field Lights	\$12/hr	\$12/hr

For Profit Fee Schedule

Location	Per day rate
High School Auditorium	\$800
High School Cafeteria	\$400
High School Lobby (Main Street)	\$400
High School Gym (Large)	\$600
High School Gym (Small)	\$300
High School Football Field/Track	\$800
High School Baseball Field	\$1,000
High School Tennis Courts	\$200
High School Parking Lot	\$400
High School Classroom	\$100
Middle School Cafeteria	\$200
Middle School Gym	\$200
Elementary School Cafeteria	\$100
Elementary School Gym	\$100
Kitchen	\$300
Other Athletic Fields	\$200
Other Parking Lots	\$200

*If custodians are present in the specific location that a non-profit organization requests to use, and no additional cost will be incurred, the fee can be waived by the Superintendent or their designee.

Fee schedule approved by Groton Public School on: October 5, 2015

Students

Non-Discrimination

The Board of Education complies with all applicable federal, state, and local laws prohibiting the exclusion of any person from any of its educational programs or activities or the denial to any person of the benefits of any of its educational programs or activities because of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, or gender identity or expression, subject to the conditions and limitations established by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees, or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic, and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, disability, pregnancy, gender identity or expression (refer to P 5145.53).

The following person has been designated as the Title IX Coordinator, Section 504/ADA Coordinator and handles inquiries regarding the Board's non-discrimination policies:

Superintendent of Schools
Groton Public School District
1300 Flanders Road
Mystic, CT 06355
(860) 572-2100

~~It is the policy of the Groton Board of Education that no person shall be excluded from participation in, denied the benefits of, or otherwise discriminated against under any program, including employment, on the basis of sexual orientation, race, color, creed, religion, age, sex, gender identity or expression, marital status, national origin, handicap, ancestry, physical or mental disability, or lack of proficiency in the English language.~~

Legal Reference: ~~U.S. Rehabilitation Act of 1972, Title VI, Title IX, Section 504~~

~~Connecticut General Statutes 10-15e~~

~~Connecticut General Statutes 46a-81~~

~~Connecticut General Statutes 46a-60a(1)~~

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.

Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.

Connecticut General Statutes § 1-1n

Connecticut General Statutes § 10-15c and § 46a-81a, et seq.

Policy adopted: May 13, 1996
Revised: November 10, 1997
Revised: December 12, 2011
Revised:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Students

Transgender and Gender Non-Conforming Youth

Purpose

Federal and state law and district policy require that all programs, activities, and employment practices be free from discrimination based on sex, sexual orientation, or gender identity or expression. This policy is designed in keeping with these mandates to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities.

This policy sets out guidelines for schools and District staff to address the needs of transgender and gender non-conforming students and clarifies how state law should be implemented in situations in which questions may arise about how to protect the legal rights or safety of such students. This policy does not anticipate every situation that may occur with respect to transgender or gender non-conforming students, and the needs of each transgender or gender non-conforming student must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of the transgender or gender non-conforming student while maximizing the student's social integration and minimizing stigmatization of the student.

Legal Reference: Connecticut General Statutes

1-1n "Gender identity or expression" defined.

10-15c Discrimination in public school prohibited. (Amended by P.A. 97-247 to include "sexual orientation" and PA 11-55 to include "gender identity or expression")

46a-51 Definitions.

46a-58(a) Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty.

46a-60 Discriminatory employment practices prohibited Federal Law.

46a-64(a)(1)(2) Discriminatory public accommodations practices prohibited. Penalty.

10-209 Records not to be public.

46a-60 Discriminatory employment practices prohibited.

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

Public Act 07-62 An Act Concerning the Deprivation of Rights on Account of Sexual Orientation.

Public Act 11-55 An Act Concerning Discrimination.

Title IX of the Education Amendments of 1972, 20 U.S.C. §1681(a).

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).

Federal Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g

"Guidance on Civil Rights Protections and Supports for Transgender Students," Connecticut State Department of Education, June 2017

Policy adopted: _____

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Personnel

Recruitment and Selection of Certified and Non-Certified Employees

This policy was combined with P 4111. Please refer to that policy for more information.

~~It is the policy of the Groton Board of Education to recruit and select the highest quality of certified and non-certified personnel within the district. To achieve this goal, the Superintendent of Schools shall:~~

1. Advertise all vacancies as widely as possible, using a variety of media, e.g. local and national press, professional journals and publications, notification to university placement offices and professional associations, and the Internet as appropriate.
2. Actively seek qualified minority candidates for all positions, certified and non-certified. All announcements of vacancies shall carry the statement that the Groton Public Schools are an equal opportunity employer. Given the diversity of the Groton community and the importance of embracing diversity within the school system, the Board of Education directs the Superintendent of Schools to maintain a minority recruitment plan to be reviewed periodically for effectiveness.
3. Establish selection procedures that will provide for appropriate credentials review, involvement of appropriate stakeholders in the interview process, and a complete background and reference check.
- ~~4. Appoint to all positions those candidates who meet the highest of professional standards as evidenced by their training and experience. Those appointed to principalships shall meet informally with the Board of Education prior to public announcement of such appointments.~~

~~Legal References: Connecticut General Statutes 10-220
Connecticut General Statutes 10-221~~

Policy adopted: October 14, 1997
Revised: July 11, 2011
Revised: July 9, 2012
Revised: January 2, 2018

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Personnel

Recruitment and Selection

It is the responsibility of the Superintendent of Schools and of persons designated by the Superintendent to determine the personnel needs of the school district and to locate suitable candidates to recommend for employment to the Board of Education.

No inquiry in regard to an employee's race, color, religious creed, sex, sexual orientation or national origin shall be made of a person proposed for or seeking employment.

1. Advertise all vacancies as widely as possible, using a variety of media, e.g. local and national press, professional journals and publications, notification to university placement offices and professional associations, and the Internet as appropriate.
2. Actively seek qualified minority candidates for all positions, certified and non-certified. All announcements of vacancies shall carry the statement that the Groton Public Schools are an equal opportunity employer. Given the diversity of the Groton community and the importance of embracing diversity within the school system, the Board of Education directs the Superintendent of Schools to maintain a minority recruitment plan to be reviewed periodically for effectiveness.
3. Establish selection procedures that will provide for appropriate credentials review, involvement of appropriate stakeholders in the interview process, and a complete background and reference check.

It shall be the duty of the Superintendent of Schools to see that persons nominated for employment shall meet all qualifications established by law and by the Board of Education for the type of position for which nomination is made.

Legal Reference: Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

46a-81c Sexual orientation discrimination: Employment.

Title VII, Civil Rights Act, 42 U.S.C. 2000e et seq.

Policy adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Personnel

Employment Verification & Offer

Employment/Reference Checks:

The Board of Education (Board) believes that it is critical that references on an application be checked prior to an offer of employment. PA 16-67 required no fewer than 3 reference checks are completed during the hiring process, prior to making an employment offer. Also, in order to create a safe and orderly environment for students, all offers of employment will be conditional upon the successful outcome of a criminal record check. In addition, any person applying for employment with the Board shall submit to a record check of the Department of Children and Families Child Abuse and Neglect Registry and provide all required PA 16-67 disclosures of prior employment for verification purposes before the person may be hired.

Requirements for Applicants:

The Board shall not offer employment to an applicant for a position, including any position which is contracted for, if such applicant would have direct student contact, prior to the District requiring of such applicant to provide:

1. Contact information for current and former employers if they were education employers or the employment otherwise involved contact with children. The contact information must include the name, address and telephone number of each current or former employer.
2. Written authorization that consents to and authorizes such former employers to disclose information and related records about him or her that is requested on the State Department of Education (SDE) designated standardized form that interviewing employers send. The authorization also must consent to and authorize SDE to disclose information and related records to the District upon request and release such former employees and the SDE from any liability that may arise as a result of such disclosure or release.

"Former employer" means any person, firm, business, educational institution, nonprofit agency, corporation, limited liability company, the state, any political subdivision of the state, any governmental agency, or any other entity that such applicant was employed by during any of the previous twenty (20) years prior to applying for a position with the Board of Education, governing council of a state or local charter school or inter-district magnet school operator.

3. To provide a written statement of whether he or she:
 - a. was the subject of an abuse or neglect or sexual misconduct investigation by any employer, state agency or municipal police department, unless the investigation resulted in a finding that all allegations were unsubstantiated;
 - b. was disciplined or asked to resign from employment or resigned from or otherwise separated from any employment while an allegation of abuse or neglect was pending or under investigation by the Department of Children and Families (DCF), or an allegation of sexual misconduct was pending or under investigation or due to an allegation substantiated by DCF of abuse or neglect, or of sexual misconduct or a conviction for abuse or neglect or sexual misconduct; or
 - c. has ever had a professional or occupational license or certificate suspended or revoked or has ever surrendered one while an allegation of abuse or neglect was pending or under investigation by DCF, or an investigation of sexual misconduct was pending or under investigation, or because an allegation substantiated by DCF of abuse or neglect or of sexual misconduct or a conviction for abuse or neglect or sexual misconduct.

Employment Verification & Offer

Offer of Employment:

Prior to offering employment to an applicant, the District shall make a documented good faith effort to contact each current and any former employer no less than 3 references (or all if a Board of Education council which cause the applicant to have contact with children) in order to obtain information and recommendations which may be relevant to the applicant's fitness for employment, provided such effort shall not be construed to require more than three telephone requests made on three separate days.

The Board shall not offer employment to any applicant who had any previous employment contract terminated by a Board, council or operator or who resigned from such employment, if such person has been convicted of abuse or neglect or sexual misconduct.

Employment Verification Procedures for PA 16-67:

The District shall conduct a review of the applicant's employment history by contacting those employers listed in the required information provided by the applicant. Such review shall be conducted using the SDE form that requests:

1. the dates of employment of the applicant;
2. a statement as to whether the employer has knowledge that the applicant was the subject of an allegation of abuse or neglect or sexual misconduct for which there is an investigation pending with any employer, state agency or municipal police department or which has been substantiated; was disciplined or asked to resign from employment or resigned from or otherwise separated from any employment while an allegation of abuse or neglect or sexual misconduct was pending or under investigation, or due to a substantiation of abuse or neglect or sexual misconduct; or has ever had a professional or occupational license, certificate, authorization or permit suspended or revoked or has ever surrendered such a license, certificate, authorization or permit while an allegation of abuse or neglect or sexual misconduct was pending or under investigation, or due to a substantiation of abuse or neglect or sexual misconduct.

Such review may be conducted by telephone or through written communication, not later than five business days after any such current or former employer of the applicant receives a request for such information, and responds with such information. The District may request more information concerning any response made by a current or former employer. Such employer shall respond not later than five business days after receiving such request; and

The District shall also request information from SDE concerning:

1. the eligibility status for employment of any applicant for a position requiring a certificate, authorization or permit;
2. whether SDE has knowledge that a finding has been substantiated by the Department of Children and Families of abuse or neglect or of sexual misconduct against the applicant and any information concerning such a finding;
3. whether SDE has received notification that the applicant has been convicted of a crime or of criminal charges pending against the applicant and any information concerning such charges.

The District shall notify SDE if it receives information that an applicant for a position with the District or a current employee has been disciplined for a finding of abuse or neglect or sexual misconduct.

The Board will not employ an applicant for a position involving direct student contact who does not comply with the provisions of this policy.

Employment Verification & Offer

Temporary Hires:

The Board may employ or contract with an applicant on a temporary basis for a period not to exceed ninety days, pending the District's review of the required and submitted applicant information provided:

1. The applicant has submitted to the District the three required disclosures;
2. The District, has no knowledge of information pertaining to the applicant that would disqualify him/her from employment; and
3. The applicant affirms that he or she is not disqualified from employment with the Board.

Employment Agreements:

The Board shall not enter into any collective bargaining agreement, employment contract, resignation or termination agreement, severance agreement or any other contract or agreement or take any action that:

1. Has the effect of suppressing information relating to an investigation of a report of suspected abuse or neglect or sexual misconduct by a current or former employee;
2. Affects the ability of the local or regional Board of Education, council or operator to report suspected abuse or neglect or sexual misconduct to appropriate authorities; or
3. Requires the District, to expunge information about an allegation or a finding of suspected abuse or neglect or sexual misconduct from any documents maintained by the District, unless after investigation such allegation is dismissed or found to be false.

Substitute Teachers:

The Board shall only hire applicants for substitute teaching positions who comply with this policy and who fulfill the disclosure requirements and after requesting information from the applicant's prior employers and SDE. The District shall determine which such persons are employable as substitute teachers and maintain a list of such persons. The District shall hire only substitutes who are on such list.

Approved substitutes shall remain on such list as long as he or she is continuously employed by the Board as a substitute teacher, provided the District does not have any knowledge of a reason that such person should be removed from the list.

Contractors and Their Employees:

In the case of an applicant who is a contractor, the contractor shall require any employee with such contractor who would be in a position involving direct student contact to supply to the contractor all information required of any applicant for a position in the district as previously described in this policy. The contractor shall contact any current or former employer of such employee that was a Board of Education, council or operator or if such employment caused the employee to have contact with children, and request, either by telephone or through written communication, any information concerning whether there was a finding of abuse or neglect or sexual misconduct against such employee.

Such employer shall report to the contractor any such finding, either by telephone or through written communication. If the contractor receives any information indicating such a finding or otherwise has knowledge of such a finding, the contractor shall, immediately forward such information to the Board of Education with which the contractor is under contract, either by telephone or through written communication.

Employment Verification & Offer

Any Board of Education that receives such information shall determine whether such employee may work in a position involving direct student contact at any school under the Board's jurisdiction. No determination by a Board of Education that any such employee shall not work under any such contract in any such position shall constitute a breach of such contract.

Falsification of Records/Information:

Any applicant who knowingly provides false information or knowingly fails to disclose information required by this policy in compliance with applicable statutes shall be subject to discipline by the Board. Such discipline may include denial of employment, or termination of non-certified employment, or termination of the contract of a certified employee.

It is understood that any employer and SDE who provide information to the District and in accordance with this policy shall be immune from criminal and civil liability, provided the employer or SDE did not knowingly supply false information.

Communication:

The District, as required, shall communicate with other education employers and also between an education employer and SDE, about findings of abuse or sexual misconduct by applicants or employees. The District will notify SDE when it receives information that applicants or employees have been disciplined for a finding of abuse or sexual misconduct. In addition, the District will provide, upon request, to any other education employer or to the Commissioner of Education, information it may have about a finding of abuse or sexual misconduct for someone being vetted for hire as a direct employee of an education employer or a contractor's employee.

Definitions:

"Sexual misconduct" means any verbal, nonverbal, written or electronic communication, or any other act directed toward or with a student that is designed to establish a sexual relationship with the student, including a sexual invitation, dating or soliciting a date, engaging in sexual dialog, making sexually suggestive comments, self-disclosure or physical exposure of a sexual or erotic nature and any other sexual, indecent or erotic contact with a student;

"Abuse of a child or youth" is defined as (a) inflicting physical injury or non-accidental injuries; (b) inflicting injuries that do not match the story associated with their origin; or (c) maltreatment, including malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment, or cruel punishment; and

"Neglect of a child or youth" is defined as (a) abandonment; (b) denial of proper care and attention physically, educationally, emotionally, or morally; or (c) allowing the child to live under conditions, circumstances, or associations injurious to the child's well-being.

"Abuse and neglect" also includes sexual assault as defined in the statutes. (C.G.S. 46b-120, and includes any violation of section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or 53a-73a).

"Former employer" means any person, firm, business, educational institution, nonprofit agency, corporation, limited liability company, the state, any political subdivision of the state, any governmental agency, or any other entity that such applicant was employed by during any of the previous twenty (20) years prior to applying for a position with the Board of Education, governing council of a state or local charter school or inter-district magnet school operator.

Employment Verification & Offer

Employment Assistance Prohibited:

Pursuant to the federal Every Student Succeeds Act (ESSA), this policy prohibits the Board, individual Board members, and any individual or entity who is a District employee, contractor or agent of the District from assisting a District employee, contractor, or agent in obtaining a new job/position if the Board, individual, or entity knows, or has probably cause to believe, that such District employee, contractor, or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

This prohibition does not apply under certain conditions specified by ESSA such as:

1. The matter has been reported to law enforcement authorities and it has been officially closed or the school officials have been notified by the prosecutor or police after an investigation that there is insufficient information to establish probable cause, or;
2. The individual has been acquitted or otherwise cleared of the alleged misconduct, or;
3. The case remains open without charges for more than four (4) years after the information was reported to a law enforcement agency.

Legal References: Connecticut General Statutes

1-200 through 1-241 of the Freedom of Information Act.

5-193 through 5-269 -State Personnel Act

10-151c Records of teacher performance and evaluation not public records.

10-221d Criminal history records checks of school personnel. Fingerprinting. Termination or dismissal. (as amended by PA 16-67)

10-222c Hiring policy. (as amended by PA 16-67 and PA 17-220)

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)

Dept. of Educ. 34 C.F.R. Part 99 (May 9, 1980 45 FR 30802) regs. implementing FERPA enacted as part of 438 of General Educ. provisions act (20 U.S.C. 1232g) parent and student privacy and other rights with respect to educational records, as amended 11/21/96.

PA 16-67 An Act Concerning the Disclosure of Certain Educational Personnel Records

20 U.S.C. Prohibition on aiding and abetting sexual abuse

Policy adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Students

Suspension/Expulsion: Due Process

All employees in the school system shall have an obligation to monitor the behavior of students and to report student misbehavior in accordance with the terms of this policy.

SECTION I - DEFINITIONS

- A. "Exclusion" is any denial of public school privileges to a student for disciplinary purposes.
- B. "Removal" is the exclusion from a classroom for all or part of a single class period, provided the exclusion does not extend beyond ninety (90) minutes.
- C. "In-School Suspension" is the exclusion from regular classroom activity for no more than ~~five~~ ~~(5)~~ ten (10) consecutive school days, but not exclusion from school, provided the exclusion does not extend beyond the end of the school year in which the in-school suspension was imposed.
- D. "Suspension" is the exclusion from school privileges, or from transportation services only, for no more than ten (10) consecutive school days, provided the exclusion does not extend beyond the end of the school year in which the suspension was imposed.

A student in grades preschool to two, inclusive, may be given an out-of-school suspension if it is determined by the administration that such suspension is appropriate based on evidence that the student's conduct on school grounds is of a violent or sexual nature that endangers persons. In addition a person's duty as a mandated reporter to report suspected child abuse or neglect is not limited by this provision.

- E. "Expulsion" is the exclusion from school privileges for more than ten (10) consecutive school days, and is deemed to include, but not be limited to, exclusion from the school to which the student in grades three to twelve, inclusive was assigned at the time the disciplinary action was taken, provided the exclusion does not extend beyond a period of one calendar year.
- F. "Emergency" is a situation under which the continued presence of the student in school poses such a danger to persons or property or such a disruption of the educational process that a hearing may be delayed until a time as soon after the exclusion of the student as possible.
- G. "Firearm" is any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any explosive, incendiary, or poison gas such as a bomb, grenade, rocket having a propellant charge of more than four ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine or any similar device, and excluding an antique firearm, as defined in 18 U.S.C. 921, as amended.

- H. "Deadly weapon" is any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon, or metal knuckles, as defined in C.G.S. 53a-3(6).
- I. "Dangerous instrument" is any instrument, article, substance or device which is capable of causing death or serious physical injury, or which poses a serious threat to school personnel, students or property, including by way of example, but not limited to any knife with a metal blade or a razor, utility knife, box cutter, or any instrument, article or substance which, under the circumstances in which it is used or attempted or threatened to be used, is capable of causing death or serious physical injury to persons or property.

~~For purposes of determining the availability of an alternative educational opportunity, or a statutorily mandated expulsion, a dangerous instrument means any instrument, article or substance which, under the circumstances in which it is used or attempted or threatened to be used, is capable of causing death or serious physical injury, including a vehicle, as defined in C.G.S. 53a-3(7).~~

- J. "Martial arts weapon" is a nunchaku, kama, kasari-fundo, octagon sai, tonfa or chinese star, as defined in C.G.S. 53a-3(21).
- K. The term "A seriously disruptive of the educational process", means a marked interruption or severe impediment of the day to day operation of the school. In making such a determination the administration may consider, but shall not be limited to: whether the incident occurred within close proximity of a school; whether other students from the school were involved, or whether there was any gang involvement; whether the conduct involved violence, threats of violence, or the unlawful use of a weapon, as defined in C.G.S. 29-38, and whether any injuries occurred; and whether the conduct involved the use of alcohol or drugs. This definition of "A seriously disruptive of the educational process" shall apply to all portions of this Policy.
- L. "Bullying" is defined as the repeated use by one or more students of a written, oral or electronic communication, such as cyberbullying, directed at or referring to another student attending school in the same school district, or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district that:
- a) Causes physical or emotional harm to such student or damage to such student's property,
 - b) Places such student in reasonable fear of harm to himself or herself, or of damage to his or her property,
 - c) Creates a hostile environment at school for such student,
 - d) Infringes on the rights of such student at school, or
 - e) Substantially disrupts the education process or the orderly operation of a school.

Bullying shall include, but is not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as

race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics;

Bullying may take many forms, such as but not limited to:

1. physical violence and attacks;
2. taunts, name-calling or discriminatory slurs, including but not limited to insulting, disparaging or derogatory comments regarding a person's race, religion, sex, sexual orientation, gender identity or expression, religion, national or ethnic background, disability, physical appearance, socioeconomic status, or a student's association with a person or group who has or is perceived to have one or more of such characteristics;
3. threats and intimidation;
4. extortion or stealing of money and possessions;
5. Cyberbullying.

Cyberbullying means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone or other mobile electronic devices or any electronic communications.

~~Bullying is defined as repeated and systematic harassment and attacks on others, perpetrated by individuals or groups. Bullying takes many forms and can include many different behaviors, as:~~

- ~~1. physical violence and attacks;~~
- ~~2. verbal taunts, name-calling and put-downs including ethnically-based verbal abuse and gender-based put-downs;~~
- ~~3. threats and intimidation, extortion or stealing of money and possessions.~~

SECTION II - REMOVAL OF STUDENTS FROM CLASS

- A. All teachers are authorized to remove a student from class when the student deliberately causes a serious disruption of the educational process within the classroom.
- B. Whenever a teacher removes a student from the classroom, the teacher shall send the student to a designated area and shall immediately inform the building principal or his/her designee of the name of the student and the reason for the removal.
- C. No student shall be removed from class more than six (6) times in any school year nor more than twice in one (1) week unless the student is referred to the building principal or his/her designee and granted an informal hearing by the administration.

SECTION III - IN-SCHOOL SUSPENSION OF STUDENTS; REASSIGNMENT

- A. All members of the administrative staff are authorized to impose an in-school suspension on any student whose conduct endangers persons or property, is seriously disruptive of the educational process, or is violative of a publicized policy of the Board of Education, including the standards set forth in this policy.

- B. No student shall be given an in-school suspension without an informal hearing before the building principal or his/her designee at which the student shall be informed of the reasons for the disciplinary action and given an opportunity to explain the situation.
- C. No student shall be given an in-school suspension more than fifteen (15) times or a total of fifty (50) days in one (1) school year, whichever results in fewer days of exclusion.
- D. A student may be reassigned to a regular classroom program in a different school in the School District and such reassignment shall not constitute a suspension or an expulsion.

SECTION IV - SUSPENSION OF STUDENTS

- A. All members of the administrative staff are authorized to suspend from school privileges any student (grades three to twelve, inclusive) whose conduct on school grounds or at a school-sponsored activity endangers persons or property, is seriously disruptive of the educational process, or is violative of a publicized policy of the Board of Education, including the standards set forth in this policy.
- B. All members of the administrative staff are authorized to suspend from school privileges any student (grades three to twelve, inclusive) whose conduct off school grounds is seriously disruptive of the educational process and is violative of a publicized policy of the Board of Education, including the standards set forth in this policy.
- C. All members of the administrative staff are authorized to suspend transportation services for any student (grades three to twelve, inclusive) whose conduct while awaiting or receiving transportation to and from school endangers persons or property or is violative of a publicized policy of the Board of Education, including the standards set forth in this policy.
- D. Unless an emergency exists, no student shall be suspended without an informal hearing by the administration, at which the student shall be informed of the reasons for the disciplinary action and given an opportunity to explain the situation.
- E. No student shall be suspended more than ten (10) times or a total of fifty (50) days in one (1) school year, whichever results in fewer days of exclusion, unless the student is granted a formal hearing pursuant to C.G.S. 4-176e to 4-180a, inclusive, and 4-181a. If an emergency exists, a hearing shall be held as soon after the suspension as possible.
- F. In determining the length of a suspension, the administration may receive and consider evidence of past disciplinary problems which have led to removal from a classroom, suspension or expulsion of the student and any other information relevant to such a determination.
- G. Whenever a member of the administrative staff suspends a student, the administrator shall inform the superintendent or his/her designee and the student's parents/guardians within twenty-four (24) hours of the name of the student and the reason(s) for the disciplinary action.
- H. A suspended student shall be given an opportunity to complete any classwork including, but not limited to, examinations which were missed during the suspension period.

- I. Whenever a student is suspended, notice of the suspension and the conduct for which the student was suspended shall be included on the student's cumulative educational record. Such notice shall be expunged from the cumulative educational record by the Board of Education upon graduation of the student from high school.
- J. For any student who is suspended for the first time and who has never been expelled, the school administration may shorten the length of or waive the suspension period if the student successfully completes an administration-specified program and meets any other administration-required conditions. Such program shall be at no expense to the student or his/her parents/guardians

SECTION V - EXPULSION OF STUDENTS

A. Procedure

1. The Board of Education may, upon recommendation of the Superintendent of Schools, expel any student for one or more of the reasons stated in this policy if in the judgment of the Board of Education, such disciplinary action is in the best interest of the school system.
2. Upon receipt of a recommendation for expulsion from the Superintendent of Schools the Board shall, after giving written notice, at least five (5) business days before such hearing, to the student and his parents or guardian, if said student is less than 18 years of age, conduct a hearing prior to taking any action on the expulsion of said student, provided however, that in the event of an emergency as defined in this policy, the student may be expelled prior to the hearing but in such case even a hearing shall be held as soon after the expulsion as possible.
3. The notice shall include information concerning the student's and his/her parent's/guardian's legal rights and concerning legal services that are provided free of charge or at a reduced rate that are available locally (CT Legal Service a source of such services) and how to access such services. An attorney or other advocate may represent any student subject to expulsion proceedings. The parent/guardian of the student has the right to have the expulsion hearing postponed for up to one week to allow time to obtain representation, except that if an emergency exists, such hearing shall be held as soon after the expulsion as possible.
4. Three members of the Board of Education shall constitute a quorum for an expulsion hearing. A student may be expelled if a majority of the Board members sitting in the expulsion hearing vote to expel and provided at least three affirmative votes for expulsion are cast.
5. The procedure for any hearing conducted under this paragraph shall at least include the right to:
 - a) Notice prior to the date of the proposed hearing which shall include statement of the time, place and nature of the hearing and a statement of the legal jurisdiction under which the hearing is to be held and a statement that students under sixteen years old

who are expelled and students between sixteen and eighteen who have been expelled for the first time and who comply with conditions set by the Board of Education, must be offered an alternative educational opportunity;

- b) A short and plain statement of the matters asserted, if such matters have not already been provided in a statement of reasons requested by the student;
 - c) The opportunity to be heard in the student's own defense;
 - d) The opportunity to present witnesses and evidence in the student's defense;
 - e) The opportunity to cross-examine adverse witnesses;
 - f) The opportunity to be represented by counsel at the parents'/student's own expense; and
 - g) Information concerning legal services provided free of charge or at a reduced rate that are available locally and how to access such services;
 - h) The opportunity to have the services of a translator, to be provided by the Board of Education whenever the student or his/her parent or legal guardian do not speak the English language;
 - i) The prompt notification of the decision of the Board of Education, which decision shall be in writing if adverse to the student concerned.
6. The record of the hearing held in any expulsion case shall include the following:
- a) All evidence received and considered by the Board of Education;
 - b) Questions and offers of proof, objections and ruling on such objections;
 - c) The decision of the Board of Education rendered after such hearing; and
 - d) A copy of the initial letter of notice of proposed expulsion, a copy of any statement of reasons provided upon request, a statement of the notice of hearing and the official transcript, if any or if not transcribed, any recording or stenographic record of the hearing.
 - e) Rules of evidence at expulsion hearings shall assure fairness, but shall not be controlled by the formal rules of evidence, and shall include the following:
 - f) Any oral or documentary evidence may be received by the Board of Education but, as a matter of policy, irrelevant, immaterial or unduly repetitious evidence may be excluded. In addition, other evidence of past disciplinary problems which have led to removal from a classroom, in-school suspension, suspension, or expulsion may be received for considering the length of an expulsion and the nature of the alternative educational opportunity, if any, to be offered;
 - g) The Board of Education shall give effect to the rules of privilege by law;
 - h) In order to expedite a hearing, evidence may be received in written form, provided the interest of any party is not substantially prejudiced thereby;
 - i) Documentary evidence may be received in the form of copies or excerpts;
 - j) A party to an expulsion hearing may conduct cross-examination of witnesses where examination is required for a full and accurate disclosure of the facts;
 - k) The Board of Education may take notice of judicially cognizable facts in addition to facts within the Board's specialized knowledge provided, however, the parties shall be notified either before or during the hearing of the material noticed, including any staff memoranda or data, and an opportunity shall be afforded to any party to contest the material so noticed;
 - l) A stenographic record or tape-recording of any oral proceedings before the Board of Education at an expulsion hearing shall be made provided, however, that a transcript of such proceedings shall be furnished upon request of a party with the cost of such transcript to be paid by the requesting party. Findings of fact made by the Board after

an expulsion hearing shall be based exclusively upon the evidence adduced at the hearing.

- m) Decisions shall be in writing if adverse to the student and shall include findings of fact and conclusions necessary for the decision. Findings of fact made by the Board after an expulsion hearing shall be based exclusively upon the evidence adduced at the hearing.
- n) For any student expelled for the first time and who has never been suspended, the Board of Education may shorten the length of or waive the expulsion period if the student successfully completes a Board specified program and meets any other conditions required by the Board. Such a Board specified program shall not require the student or the parent/guardian of such student to pay for participation in the program.

- ~~1. The Board of Education or a subcommittee of the Board which must consist of three or more members as required by C.G.S. 10-233d, or an impartial hearing board of one or more persons, may expel any student whose conduct on school grounds or at a school-sponsored activity endangers persons or property, is seriously disruptive of the educational process, or is violative of a publicized policy of the board of education, including the standards set forth in this policy.~~
- ~~2. The Board of Education or a subcommittee of the Board which must consist of three or more members as required by C.G.S. 10-233d, or an impartial hearing board of one or more persons, may expel any student whose conduct off school grounds is seriously disruptive of the educational process as defined in Section I of this Policy.~~
- ~~3. If an impartial hearing board is not used to conduct the expulsion hearing, three (3) members of the Board of Education shall constitute a quorum for an expulsion hearing. A student may only be expelled at a meeting at which three or more members of the Board are present, provided a majority of the Board members sitting in the expulsion hearing vote to expel and at least three affirmative votes for expulsion are cast.~~
- ~~4. Unless an emergency exists, no student will be expelled without a formal hearing held pursuant to C.G.S. 4-176e to 4-180a, inclusive, and 4-181a, provided whenever the student is a minor, notice shall also be given to the parent/guardian of the student. If an emergency exists, a hearing shall be held as soon after the expulsion as possible.~~
- ~~5. The procedures for a formal hearing shall include the right of the student to:~~
 - ~~a) Reasonable advance notice which shall include a statement of the time, place and nature of the hearing; a statement of the legal jurisdiction under which the hearing is to be held; a reference to the particular section of the statutes involved; a short and plain statement of the matters asserted; and, in the case of notice to a student between the ages of sixteen and eighteen, a statement that the Board is not required to offer an alternative educational opportunity to such student who was previously expelled or who is found to have engaged in conduct endangering persons which involved possession of a firearm, deadly weapon, dangerous instrument or martial arts weapon, or offering for sale or distribution a controlled substance, on school grounds or at a school-sponsored activity;~~

- ~~b) The opportunity to be heard in his/her own defense;~~
 - ~~e) The opportunity to present witnesses and evidence in his/her defense;~~
 - ~~d) The opportunity to cross-examine adverse witnesses;~~
 - ~~e) The opportunity to be represented by counsel at his/her own expense;~~
 - ~~f) Oral notice of the decision of the Board of Education or the impartial hearing board within twenty-four (24) hours, followed promptly by written notice of the decision, including Findings of Fact and Conclusions of Law, if adverse to the student concerned.~~
- ~~6. In determining the length of an expulsion and the nature of the alternative educational opportunity to be offered, the Board of Education or the impartial hearing board may receive and consider evidence of past disciplinary problems which have led to removal from a classroom, suspension or expulsion of the student and any other information relevant to making such a determination.~~
- ~~7. If a student is expelled for possession of a firearm or deadly weapon, the Board of Education shall report the violation to the local police department. If a student is expelled for the sale or distribution of such a controlled substance, the Board of Education shall refer the student to an appropriate state or local agency for rehabilitation, intervention or job training, or any combination thereof, and inform the agency of its action.~~
- ~~8. The Board of Education shall report annually to the Commissioner of Education, as prescribed by the Gun-Free Schools Act of 1994, information on expulsions for the possession of firearms.~~

Alternative Educational Opportunity

- ~~1. Any student under sixteen years of age who is expelled shall be offered an alternative educational opportunity during that portion of the expulsion in which the student remains under sixteen years of age, provided the parent/guardian of the student who does not choose to have his/her child enrolled in the alternative program shall not be subject to the provisions of C.G.S. 10-184. Any student between the ages of sixteen and eighteen who is expelled for the first time and who wishes to continue his/her education shall be offered an alternative educational opportunity if he/she complies with conditions established by the Board of Education. Such alternative may include the placement of a student who is at least sixteen years of age in an adult education program. The Board of Education shall count the expulsion of such student when he/she was under sixteen years of age for purposes of determining whether an alternative educational opportunity is required for the student.~~
- ~~2. Notwithstanding, the provision of Subsection B.1. hereof concerning the provision of an alternative educational opportunity for students who are between the ages of sixteen and eighteen during any portion of their expulsion, the Board of Education shall not be required to offer such alternative to any student between the ages of sixteen and eighteen (a) who was previously expelled, or (b) who is expelled for conduct endangering persons which~~

~~involved (1) possession of a firearm, deadly weapon, dangerous instrument or martial arts weapon on school property or at a school-sponsored activity or (2) offering for sale or distribution on school property or at a school-sponsored activity a controlled substance, as defined in C.G.S. 21a-240(9), whose manufacture, distribution, sale, prescription, dispensing, transporting or possessing with intent to sell or dispense, offering, or administering is subject to criminal penalties under C.G.S. 21a-277 and 21a-278.~~

~~3. Any student who attains the age of eighteen years during any portion of his/her expulsion may be denied an alternative educational opportunity, regardless of the reason for the expulsion (subject to any applicable special education requirements).~~

B. Special Education

1. School personnel may unilaterally order, without Board action, a change in the placement of a student requiring special education and related services to an appropriate interim alternative educational setting determined by the planning and placement team, for the same amount of time that a student without a disability would be subject to discipline but for not more than forty-five (45) days. Such order may only be made if the student (a) carried a weapon to school or to a school sponsored activity, or (b) knowingly possessed or used illegal drugs or sold or solicited the sale of a controlled substance on school grounds or at a school-sponsored activity. Such change in placement may be made regardless of the outcome of a manifestation determination review. For this purpose, a weapon means a weapon, device, instrument, material or substance, animate or inanimate, that is used for, or is readily capable of, causing death or serious bodily injury, except such term does not include a pocket knife with a blade of less than 2 1/2 inches in length.
2. Prior to conducting an expulsion hearing for a student requiring special education and related services, a planning and placement team (P.P.T.) shall convene to review the relationship between the student's disability and the misconduct and to determine whether the misconduct was caused by the student's disability.
3. If it is determined that the misconduct was caused by the student's disability, the student shall not be expelled. The planning and placement team shall reevaluate the student for the purpose of modifying the student's individualized education program (I.E.P.) to address the misconduct and to ensure the safety of other students and staff in the school.
4. If it is determined that the misconduct was not caused by the student's disability, the student may be expelled. If a student requiring such special education and related services is expelled, an alternative educational opportunity consistent with such student's educational needs shall be provided during the period of expulsion.

C. Student Records, Transfers and Withdrawals

1. Whenever a student is expelled, notice of the expulsion and the conduct for which the student was expelled shall be included on the student's cumulative educational record. Such notice, except for notice of an expulsion based on possession of a firearm or deadly weapon, shall be expunged from the cumulative educational record upon the student's graduation from high school.

2. The Board of Education may adopt a decision of a student expulsion hearing conducted by another school district provided the Board of Education holds a hearing limited to a determination of whether the conduct which was the basis for the expulsion would also warrant exclusion under the policies of the Board. The student shall be excluded from school pending such hearing and shall be offered an alternative educational opportunity in accordance with the provisions of Subsections B.1. and 2. hereof.
3. Whenever a student against whom an expulsion hearing is pending withdraws from school after notification of such hearing but before the hearing is completed and a decision rendered, notice of the pending expulsion hearing shall be included on the student's cumulative educational record, and the Board of Education shall complete the expulsion hearing and render a decision.
4. If a student against whom an expulsion hearing is pending in another school district withdraws from school and enrolls in the Groton Public Schools, such student shall not be excluded from school pending completion of the expulsion hearing unless an emergency exists, but the Board of Education may suspend the student or conduct its own expulsion hearing.

D. Readmission

1. An expelled student may apply for early readmission to school. Such readmission shall be at the discretion of the Board of Education, who may delegate such authority to the Superintendent of Schools, and may be conditioned on specified criteria.
2. Readmission decisions shall not be subject to appeal to the Board of Education or to Superior Court.

SECTION VI - STANDARDS GOVERNING SUSPENSION AND EXPULSION

A. Statutorily Required Expulsion Proceedings

The Board of Education shall expel a student in Kindergarten through Grade 12 for one (1) calendar year if the Board finds that the student:

1. On school grounds or at a school sponsored activity, was in possession of a firearm, as defined in 18 U.S.C. 921, or deadly weapon, dangerous instrument or martial arts weapon, as defined in C.G.S. §53a-3,
2. Off school grounds, did possess such a firearm in violation of C.G.S. § 29-35, or did possess and use such a firearm, deadly weapon, dangerous instrument or martial arts weapon in the commission of a crime under chapter 952, or
3. On or off school grounds, offered for sale or distribution a controlled substance, as defined in C.G.S. §21a-240(9), whose manufacture, distribution, sale, prescription, dispensing, transporting, or possessing with intent to sell or dispense, offering, or administering is subject to criminal penalties under C.G.S. §§21a-277 and 21a-278.

However, the Board of Education may modify the period of expulsion for a student on a case by case basis.

B. Statutorily Prohibited Expulsion or Out-of-School Suspension of Preschoolers and Students in Kindergarten through Grade Two with Certain Exceptions

School administration is prohibited by law from expelling or imposing an out-of-school suspension on students in preschool and students in grades K through 2 except that the school administration must in accordance with state law recommend for expulsion a student in Grades Kindergarten through Grade 2 who commits conduct that forms a basis for a mandatory expulsion under state law as stated at A. above.

Further, school administration may impose an out-of-school suspension on a student in grades preschool to 2 where the administration determines that the out-of-school suspension is appropriate based on evidence that the student's conduct on school grounds is of a violent or sexual nature that endangers other persons.

C. Statutorily Required Expulsion for Students in Grades K through 2 who commit certain offenses

While expulsion is generally prohibited for students in grade K through 2, school administration must in accordance with state law initiate expulsion hearings for students in Grade K through 2 whenever there is reason to believe that the student 1) on school grounds or at a school-sponsored activity was in possession of a firearm or deadly weapon, dangerous instrument or martial arts weapon; 2) off school grounds possessed a firearm or did possess such a firearm, instrument or weapon in the commission of a crime; or 3) on or off school grounds offered for sale or distribution a controlled substance. (C.G.S. 10-233(a)(2)).

D. Statutorily Required Expulsion of Preschoolers Who Possess a Firearm

No preschooler enrolled in a Board preschool program shall be expelled **except** whenever there is reason to believe that the child was in possession of a firearm, as defined in 18 USC 921, as amended from time to time, on or off school grounds or at a preschool program-sponsored event. Such child shall be expelled for one calendar year if, at the expulsion hearing it is determined, that the child did so possess such a firearm. The period of expulsion may be modified by the Board on a case-by-case basis.

~~The Board of Education or the impartial hearing board shall expel a student for one calendar year if the Board finds that the student (A) on school grounds or at a school sponsored activity, was in possession of a firearm, as defined in 18 U.S.C. 921, or deadly weapon, dangerous instrument or martial arts weapon, as defined in C.G.S. 53a-3, (B) off school grounds, did possess such a firearm in violation of C.G.S. 29-35, or did possess and use such a firearm, deadly weapon, dangerous instrument or martial arts weapon in the commission of a crime under chapter 952, or (C) on or off school grounds, offered for sale or distribution a controlled substance, as defined in C.G.S. 21a-240(9), whose manufacture, distribution, sale, prescription, dispensing, transporting or possessing with intent to sell or dispense, offering, or administering is subject to criminal penalties under C.G.S. 21a-277 and 21a-278. However, the Board of~~

~~Education or the impartial hearing board may modify the period of expulsion for a student on a case-by-case basis.~~

Administratively Required Expulsion Proceedings

The administration shall request that an expulsion hearing be conducted by the Board of Education or the impartial hearing board, and the Board of Education or the impartial hearing board may expel a student, for the following actions which take place on school grounds or at school sponsored activities, or which take place off of school grounds and which seriously disrupt the educational process of the Groton Public Schools: ~~and which seriously disrupt the educational process in the Groton Public Schools.~~

1. Possession of a firearm, deadly weapon, dangerous instrument or martial arts weapon on school grounds or at a school-sponsored activity.
2. Illegal possession of a firearm or the possession or use of such a firearm, deadly weapon, dangerous instrument or martial arts weapon in the commission of a crime off school grounds.
3. Offering for sale or distribution a controlled substance, as defined in C.G.S. 21a-240, including but not limited to, marijuana, cocaine, and heroin.
4. Any willful physical assault resulting in serious injury occurring on school grounds or at a school-sponsoring activity.
5. Unauthorized possession, attempted or actual distribution, sale, consumption or being under the influence of dangerous drugs, narcotics, mind altering substances or alcoholic beverages on school grounds or at school-sponsored activities.
6. Multiple suspensions, as defined by C.G.S. 10-233c and 10-233a(d), upon a student receiving his/her fourth (4th) suspension in a school year.
7. Any offense described in paragraph A of this Section.

Discretionary Proceedings for Suspension and/or Expulsion

A student may be suspended (in-school) or suspended (out-of-school) or expelled (grade three to twelve, inclusive) for conduct on school property or at a school-sponsored activity that endangers persons or property, is violative of a publicized policy of the Board, or is seriously disruptive of the educational process, including but not limited to one or more of the following reasons:

~~Actions which may lead to suspension and/or expulsion shall include, but not be limited to:~~

1. Conduct threatening or endangering the physical safety or ~~and~~ well-being of the student, other students, and/or members of the school staff on or off school grounds.
2. Intentionally causing or attempting to cause physical injury to ~~Willful physical assault of a~~ student or member of the school staff or other person.

3. Taking or attempted taking of school property, personal property or money from the possession or presence of a student or a member of the school staff without consent, or the willful receipt and/or possession of any such property.
4. Willful destruction or defacing of school property. The cost of repairing or replacing any damaged school property shall be paid to the Board of Education by the student or his/her parents or guardians.
5. Participation in or intentional incitement of a walk out from or sit in within any part of any school building or school premises.
6. Using or copying academic work of another and presenting it as his/her own without proper attribution.
7. Possessing, smoking and/or chewing tobacco products on school grounds or at a school sponsored activity.
8. Use, either spoken or written, of obscene or profane language or gestures on school grounds or at a school sponsored activity.
9. Deliberate refusal to obey the directions or orders of a member of the school staff.
10. Blackmail, threat, or intimidation of a member of the school community, including teachers, staff or other students.
11. Possession of a firearm, deadly weapon, dangerous instrument, or martial arts weapon, as defined in Section 53a-3, such as a pistol, knife, blackjack, etc.;
12. Possession of any weapon or weapon facsimile, including but not limited to a knife, pistol, pellet guns and/or air soft pistols.
13. Possession, transmission, distribution, selling, use or consumption of alcoholic beverages, dangerous drugs or narcotics or intoxicant of any kind or any facsimile of a dangerous drug, narcotic or intoxicant of any kind;
14. Knowingly being in the presence of those who are in possession of using, transmitting, or being under the influence of any dangerous drug, narcotic, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcoholic beverage, or intoxicant of any kind;
15. Presence in an unauthorized area on school grounds or at a school sponsored activity.
16. Repeated unauthorized absence from school.
17. Intentional and successful incitement of truancy by other students.
18. Conduct leading to the arrest of a student for a Class A misdemeanor or felony.

19. Sexual harassment of other students or a member of the school staff ~~on school grounds or at a school sponsored activity~~ or discriminatory harassment based upon membership in a protected class such as race, religion, or disability.
20. Any violation of school policies or rules.
21. Any conduct on or off school grounds by a student which endangers other students, members of the school staff, or property, or which is seriously disruptive of the educational process.
22. Engaging in bully, including cyberbullying or teen dating violence. ~~Verbal taunts, name calling, and put downs, including ethnically based verbal abuse and gender based put downs.~~

For students in grades K through 5, the Superintendent of Schools, or his/her designee, shall evaluate the administrator's request to determine whether or not the matter will be referred to the Board of Education or an impartial hearing board or be disposed of through a Superintendent's Conference.

SECTION VII - NOTICE OF DISCIPLINARY POLICIES AND ACTION

- A. At the beginning of each school year and at other appropriate times during the year, the Board of Education shall inform all students and their parents/guardians of the policies governing student conduct and school discipline.
- B. The Board of Education shall notify the parents/guardians of a minor student against whom disciplinary action has been taken, either orally or in writing, within twenty-four (24) hours.

SECTION VIII - STATUTORY MODIFICATION

Should any portion of this policy be rendered unlawful or should any additional substantive or procedural requirement be imposed by a change in State or Federal law following adoption of this Policy, the Board of Education is authorized to interpret this Policy in such a way as to conform to any such change in State or Federal law.

SECTION IX- EXCLUSION FROM CO-CURRICULAR AND EXTRA-CURRICULAR ACTIVITIES

Participation in co-curricular and extra-curricular activities is a privilege and not an entitlement. Students involved in such programs are expected to follow all school rules and demonstrate good citizenship. Failure to do so may result in partial or complete exclusion from said activities and programs. Activities include, but are not limited to, athletic programs, musical or drama productions, clubs, field trips, and school trips out-of-state and abroad.

Statutory References:

C.G.S. 10-222d Policy on Bullying Behavior
C.G.S. 10-233a - Definitions
C.G.S. 10-233b - Removal
C.G.S. 10-233c - Suspension

C.G.S. 10-233d - Expulsion
 C.G.S. 10-233e - Notice as to Policy and Action
 C.G.S. 10-233f - In-School Suspension
 C.G.S. 10-233h - Arrested Students
 C.G.S. 4-176e-4-180a, 4-181a C Administrative Procedures Act
 C.G.S. 21a-240, 21a-277, 21a-278 C Controlled Substance
 C.G.S. 29-35 - Pistol or Revolver
 C.G.S. 53a-3 - Penal Code Definitions
 C.G.S. 53 -206c. Sale, carrying and brandishing of facsimile firearms prohibited. Class B misdemeanor.
 C.G.S. 53a-217b Possession of Firearms and deadly Weapons on School Grounds
 C.G.S. §10-76a - Special Education
 C.G.S. Chapter 952
 P.A. 11-115 An Act Concerning Juvenile Reentry and Education
 P.A. 11-126 An Act Concerning Adult Education
 P.A. 11-232 An Act Concerning the Strengthening of School Bullying Laws
 P.A. 15-96 An Act Concerning Out-of-School Suspensions and Expulsions for Students for in Preschool and Grades Kindergarten to Two
 P.A. 15-206 An Act Regulating Electronic Nicotine Delivery Systems and Vapor Products
 C.G.S. 10-76a C Special Education
 C.G.S. Chapter 952
 18 U.S.C. 921
 20 U.S.C. 8921 et. seq. C Gun-Free Schools Act of 1994
 Honig v. Doe, 484 U.S. 305
 Kyle P. Packer PPA Jane Packer v. Thomaston Board of Education
 State v. Hardy, 896 A. 2d 755, 278 Conn 113 (2006)

Policy Adopted: May 26, 1981
 Revised: June 28, 1993
 Revised: July 11, 1994
 Revised: June 28, 1999
 Revised: October 23, 2000
 Revised: March 12, 2001
 Revised: June 28, 2004
 Revised: December 13, 2004
 Revised:

GROTON PUBLIC SCHOOLS
 Groton, Connecticut

Groton Public Schools
 Budget Adjustments - FY18
 1/16/2018

**FY18
 Budget**

Additional appropriation to be allocated to fy18 budget 1,568,239

Previously approved		
Personnel adjustments	871,000	
CABE membership	<u>20,541</u>	
Subtotal		891,541
Proposed remaining adjustments		
Site Budgets	136,000	
Field trips	49,000	
Software	53,465	
Buildings & Grounds Equipment	50,000	
Portable move PV to CB	65,000	
Trailer move PV to MM	15,000	
Textbooks purchase	100,000	
Teachers technology	138,000	
Technology infrastructure	<u>70,233</u>	
Subtotal		<u>676,698</u>
Total approved and proposed adjustments		1,568,239