

**GROTON BOARD OF EDUCATION
REGULAR MEETING MINUTES
OCTOBER 26, 2020 @ 6:00 P.M.
REMOTE MEETING**

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

ALSO PRESENT: Mike Graner, Susan Austin, Sam Kilpatrick, Ken Knight

I. CALL TO ORDER – Chairperson Kim Shepardson Watson called the meeting to order at 6:04 p.m.

A. Pledge of Allegiance

The first order of business was the pledge of allegiance to the flag led by Dr. Graner.

B. Welcome New Board of Education Member

Mrs. Shepardson Watson welcome new board Member Dean Antipas.

MOTION: Antipas, Volkmann: To add two items to the agenda:

1. Discussion and possible action regarding the approval of the Groton Public Schools' virtual mentoring program
2. Discussion and possible action regarding the approval of the Alliance district school building budget proposal

PASSED – UNANIMOUSLY

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

NONE

III. COMMENTS FROM CITIZENS

NONE

IV. RESPONSE TO COMMENTS FROM CITIZENS

NONE

V. STUDENT REPRESENTATIVE REPORT

NONE

VI. SUPERINENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report

- a. COVID Response Protocols: Mitigation Strategies and Contact Tracing – Dr. Graner outlined the COVID Response Protocols. Notification comes from the infected person or Ledge Light. Ledge Light does contract tracing as well as the district. It takes 14 days for the virus to manifest itself. Dr. Graner noted that Groton Town has been put on Red Alert. The Town has closed recreation facilities and expanded testing locations, i.e. use the parking lots of schools. Dr. Graner noted that the Hybrid Model is extremely difficult and that he has held teacher focus groups to address concerns and hopefully find solutions. Dr. Graner noted the hiring of teachers to be tutors after school. Dr. Graner noted that the Groton Middle School has unique problems and he outlined them: Promethean Boards, Document Camera, the taking of attendance, and producing and getting lessons out to students. Dr. Graner stated that he will be holding 2 meetings to solve these problems. Dr. Graner stated that Tech help will be hired at all levels as well as 2 temporary Technicians. Dr. Graner stated that mitigation strategies are working well; tech help needs to be strengthened; and the need to have a more engaging distance learning.
- b. Update re: Neighborhood Zones for the New Elementary Schools – Dr. Graner again reviewed which students would be going to which school. Dr. Graner noted that if the plan goes through, the 2 new schools will be completely racially balanced.

B. Assistant Superintendent

- a. Update re: Elementary School Themes (**ATTACHMENT #1**) – Ms. Austin gave the history of the work done through the Elementary School Themes Committee and the survey results from parents and teachers.
- b. Recommendations re: Name of New Elementary Schools (**ATTACHMENT #2**) – Ms. Austin reviewed the survey results of suggested names for the new elementary schools.
- c. Results from Teacher and Parent Surveys re: Instructional Models (**ATTACHMENT #3**) – Ms. Austin reviewed the Teacher and Parent Surveys results.

C. Business Manager

- a. Object Code Summary (**ATTACHMENT #4**) – Mr. Knight reviewed the Object Code Summary dated October 22, 2020 that shows an unexpended balance of \$24,467.
- b. Health Insurance Report – Mr. Knight reviewed the Health Insurance Report for the month of August (**ATTACHMENT #5**).
 - Update re: Pandemic-related Funds (Coronavirus Relief Funds, CARES Act) (**ATTACHMENT #6**) Mr. Knight gave an overview of the Pandemic-related Funds and stated that the deadline for spending the CRF funds is December 30, 2020 and the deadline for spending the CARES Act is September 31, 2022. Mr. Knight outlined the costs involved in the COVID funds and CARES Act funds.

D. Director of Buildings and Grounds

- a. Relocation of Portable Classrooms – Mr. Kilpatrick stated that the portables have been delivered to the Central Office, put on slabs, and will be fastening them down to the slabs.

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VI. SUPERINENDENT AND ADMINISTRATION REPORTS – cont.

- b. Alliance District Building Funds - Mr. Kilpatrick noted the CB project study of the building along with MM was done some time ago. Recommendations were generated from this study that included an upgrade of the Fire Alarm System. Dr. Graner noted that several other projects will be completed using the \$477,000. Those projects include upgrading the access control system at NEA and CK; performing the re-wiring work needed to convert the phone system FHS and CB, Central Office/S.E. Transition Academy to VoIP. The funds will also be used to upgrade the network wiring at CB, Central Office/Transition Academy and FHS; the final part of the Alliance District fund project will be used to modernize the fire alarm system at CB.
- c. Review of FY 22 CIP Proposals (**ATTACHMENT #7**) – Mr. Kilpatrick reviewed the items in the proposed FY 22 CIP proposal

VII. COMMITTEE REPORTS

- A. Policy – Mrs. White noted that the Policy Committee has met and noted the second reading of policy on the agenda. Mrs. White stated that the Policy Committee will meet again next week.
- B. Curriculum – Dr. Ackerman noted that the Curriculum Committee met and are still looking at cursive writing and penmanship.
- C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee met on October 6, 2020 and noted that the budget process is in process; they discussed the solar panels which is in the hands of the Town; the Alliance building funds; locations of the Memorials; the location of the Middle School Memorials; and received an update on the gym floor at the Middle School.
- D. LEARN – Mrs. Volkmann noted that LEARN met and she noted two items that she spoke with Dr. Graner about: 1. Teacher Residency Program, 2. Dr. David Title and LEARN is offering leadership practice network for Superintendent's in Southeastern Connecticut entitled leading and learning about race, racism and equity relation; and the same issues that Towns are having regarding the challenges during the pandemic.
- E. BoE/TCC/RTM Liaison – Mrs. Watson noted that the BoE/TCC/RTM Liaison Committee will meet next week.
- F. BoE/AGSA/GEA Liaison – Mrs. Watson noted that the first meeting of the BoE/AGSA/GEA Liaison Committee will be on Wednesday, October 28, 2020.
- G. Groton Scholarship – Mrs. White noted that the Groton Scholarship Fund will meet on October 29, 2020.
- H. Superintendent Search – Mrs. Watson noted that the Board held its first round of interviews and is gearing up for the second round.
- I. Athletic Fields – Mr. Weitlauf noted that the Town Council's committee to determine the needs of the fields in the district is meeting and will meet again on Thursday.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Robertson, Giuliani:

To approve the Consent Agenda.
PASSED – UNANIMOUSLY

B. Old Business

1. Discussion and possible action regarding a second reading of policy P 4118.237/5141.8 Face Masks/Coverings (**ATTACHMENT #8**).

MOTION: Volkmann, Giulini: To approve as a second reading policy P4118.237/5141.8 Masks/Coverings.

PASSED – UNANIMOUSLY

C. New Business

1. Discussion and possible action regarding the 2021 Board of Education meeting schedule (**ATTACHMENT #9**).

MOTION: Volkmann, Robertson: To approve the 2021 Board of Education meeting schedule.

PASSED - UNANIMOUSLY

2. Discussion and possible action regarding approval of the Diversity, Equity, and Inclusion Statement (**ATTACHMENT #10**).

MOTION: Giulini, Porter: To approve the Diversity, Equity, and Inclusion Statement.

PASSED – UNANIMOUSLY

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

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

MOTION: Porter, Robertson: To amend the motion to include the grade delineation of grades 6-12 for Physical Education.

PASSED - UNANIMOUSLY

4. Discussion and possible action regarding the approval of the name of the new elementary school on the Cutler site.

MOTION: Antipas, Porter: To approve the name Mystic River Magnet School for the new elementary school on the Cutler site.

PASSED - UNANIMOUSLY

5. Discussion and possible action regarding the approval of the name of the new elementary school on the West Side site.

MOTION: Volkmann, Porter: To approve the name Thames River Magnet School for the new elementary school on the West Side site.

PASSED - UNANIMOUSLY

C. New Business – cont.

6. Discussion and possible action regarding the approval of the FY22 CIP Proposals.

MOTION: Weitlauf, Robertson: To approve the FY22 CIP Proposals.
PASSED – UNANIMOUSLY

7. Discussion and possible action regarding the approval of the magnet themes for the two new elementary schools and Charles Barnum Elementary School.

Ms. Austin noted that the top three themes were:

1. Environmental Marine Life Science
2. Active Exploration: Play and Ingenuity
3. Discovery Academy: Nurturing Creativity and Curiosity

MOTION: Giuliani, Porter: To approve the magnet themes for the two new elementary schools and Charles Barnum Elementary School.
YES – Watson, Ackerman, Antipas, Giuliani, Porter, Robertson, Weitlauf, White
ABSTAINED – Volkmann
PASSED

8. Discussion and possible action regarding the recommended neighborhood zone plan.

MOTION: Porter, Giuliani: To approve the recommended neighborhood zone plan.
PASSED - UNANIMOUSLY

9. Discussion and possible action regarding the approval of the Groton Public School's virtual mentoring program.

MOTION: Watson, Volkmann: To confirm that the Groton Board of Education and the Superintendent of Schools approve the implementation of a virtual mentoring program using the video conference platform Zoom. The district will operate the virtual program during the 2020-21 school year in accordance with the guidelines set forth by the Governor's Prevention Partnership.
PASSED – UNANIMOUSLY

10. Discussion and possible action regarding the approval of the Alliance District School Building budget proposal.

MOTION: Watson, Giuliani: To approve the Alliance district school building proposal.
PASSED – UNANIMOUSLY

IX. INFORMATION AND PROPOSALS

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

- Mr. Weitlauf noted many letters and communications from parents and noted that the Board is considering them personally; he also noted that Carol Wilson of GASP reported that the Connecticut Association of Prevention Professionals has awarded the Educator Sector All Star Award to Dr. Graner.
- Mrs. Volkmann noted receiving the same e-mails as Mr. Weitlauf.
- Mr. Antipas thanked the Board for having him on the Board of Education.
- Mrs. Giuliani noted working on the Search Committee for the new Superintendent.
- Mrs. Robertson noted the same communications that other Board members received; her attendance at the GASP meeting; completing the 2020 School Survey and Survey Report.
- Dr. Ackerman noted the same communications that other Board members received.
- Mrs. Robertson noted the Martin Luther King Scholarship Fund event that was outstanding.
- Mrs. Volkmann noted the Martin Luther King Scholarship Fund event that was outstanding.
- Mrs. Watson noted the same communications that other Board members received and that she was informed that Dr. Graner has been approved as the Interim Superintendent.
- Mrs. White noted the Martin Luther King Scholarship Fund event that was outstanding and the same communications that other Board members received.
- Mr. Weitlauf noted the Martin Luther King Scholarship Fund event that was outstanding.

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

B. Suggested Agenda Items

NONE

XI. ADJOURNMENT

MOTION: Ackerman, Robertson:

To adjourn at 8:53 p.m.

MOTION PASSED UNANIMOUSLY

Parent/Student/Community Survey results (Total = 398)

Teacher/staff Survey results (Total = 186)

(Most Interesting Elementary Magnet Themes)

1. Environmental/Marine/Life Science (43%, 57%)
2. Active Exploration: Play and Ingenuity (36%, 55%)
3. Discovery Academy: Nurturing creativity and curiosity (31%, 26%)
4. IB STEM Primary Years Program (STEM PYP) (26%, 15%)

Magnet Themes



Below are the Magnet Themes under consideration for our Elementary Schools

Active Exploration: Play and Ingenuity

The Active Exploration program would find new ways to engage students meaningfully in interest based learning.

Grades PK-2 Active Exploration features developmentally appropriate play based learning that provides active exploration of topics. While building and strengthening brain pathways, children will create meaning through play and problem solving across disciplines.

Grades 3-5 Active Exploration features games that promote mental and physical play and learning with a problem-solving framework to understand information across content areas. Collaboration between students and teachers will support solving complex problems across disciplines.

Students would benefit from making social emotional connections in creative, hands on learning environments while working collaboratively and thinking critically with their peers

Example:

<https://www.wcpss.net/domain/4795>

<https://www.newsobserver.com/news/local/education/wake-ed-blog/article102977562.html>

Environmental/Marine/Life Science

The Environmental Science Program would engage students in daily instruction in core content areas combined with an environmental/life/marine sciences focus. Environmental Sustainability will be incorporated to provide students an opportunity to explore healthy living habits, conservation practices, and give an understanding of how to become mindful citizens within their community.

Students could have access to daily, hands-on opportunities to investigate and connect with life outside the classroom and school community. Each grade level would engage in multidisciplinary, project/problem-based learning activities. Local partnerships could support the Environmental Science Program (i.e. Project Oceanology at UCONN Avery Point, New England Science and Sailing, Mystic Aquarium, Mystice Seaport Planetarium, etc.). In addition, students could be involved in hands-on research and fieldwork exploration in our local area. (i.e. Bluff Point, Eastern Point Beach, Esker Point Beach, etc.)

Example:

<https://www.hartfordschools.org/enroll/school-directory-2/environmental-sciences-magnet-school-at-mary-hooker>

Discovery Academy: Nurturing creativity and curiosity

The Discovery Academy program would encourage student voice and choice in an exploratory setting. By nurturing creativity and curiosity, it could foster a lifelong passion for learning and build social-emotional and academic skills, while promoting purposeful and reflective practices that empower students to reach their full potential. Using the research from Dr. Renzulli's (UConn) school-wide enrichment model; along with Dr. Howard Gardner's (Harvard) Multiple Intelligence Theory, this program would nurture every child's gifts and talents, with a focus on characteristics of task commitment, creativity, and curiosity, while children are discovering their proclivities and passions (what they are good at and what they love to do).

Students would participate in the core academic programs that all Groton students have access to, while selecting magnet enrichment classes during the day, and before or after school. The magnet enrichment offerings would support students' multiple intelligences as outlined by Gardner. (i.e. bodily-kinesthetic, visual/spatial, musical, linguistic, inter and intra personal, logical-mathematical, and naturalistic).

<https://hpsschools.org/renzulliacademy/#>

http://uhms.crecschools.org/academics/multiple_intelligences

International Baccalaureate Primary Years STEM Program (STEM PYP)

Through its inquiry-based, interdisciplinary framework, the STEM PYP challenges students to think for themselves and take responsibility for their learning as they explore local and global issues and opportunities in real-life contexts. In addition, science, technology, engineering, and mathematics would be integrated into the core curriculum areas with adaptation in the arts and humanities.

By choosing to implement the PYP, this school program would support students' academic as well as social and emotional wellbeing; focusing on international-mindedness, IB learner profile (i.e. inquirers, thinkers, communicators, risktakers, etc.), and IB approaches to learning (i.e. thinking skills, communication skills, social skills, organization and research skills). The PYP nurtures independent learning skills, encouraging every student to take responsibility for their learning.

The program incorporates local and global issues into the curriculum. This unique approach to curricula integrates learning in all content areas through six themes of global significance: • Who we are • Where we are in place and time • How we express ourselves • How the world works • How we organize ourselves • Sharing the planet. A highlight to this program is that World Language instruction begins in kindergarten and is taught at every grade level.

Example:

<https://www.ibo.org/programmes/primary-years-programme/>

Groton Public Schools Elementary School Naming Survey

**Comprehensive Survey Feedback
October 26, 2020**

Overview

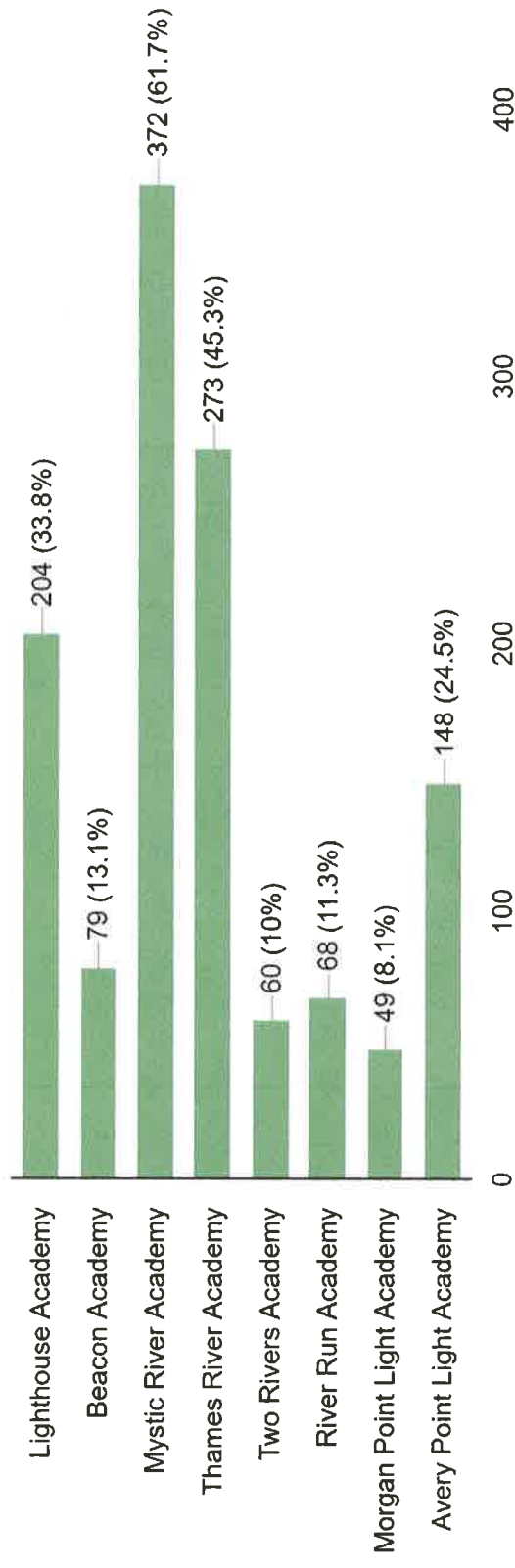
The Groton Elementary Naming Survey was shared with parents, GPS staff, and municipal leaders to gather feedback on names currently being considered and solicit additional ideas and was open from October 15 - October 21.

Overview - 688 Responses

- Parent - 423
- GPS Staff Member - 152
- Community Member - 71
- Student - 34
- Board of Education Member - 1
- Elected Official - 1
- EPS & WSJH Alumni - 1
- Grandparent - 2
- Other - 3

Please check off the names that you prefer for the new elementary schools.

603 of the 688 who completed the survey selected at least one name from the list provided.



Variations of Names Provided

- 25 wrote in variations of Avery Point Light Academy and 8 wrote in variations of Morgan Point Light Academy; Some thought combination of Point and Light was too long
- 16 wrote in variations of Thames River Academy / Elementary
 - Thames Constitutional Academy
 - Thames River Academy of Science
 - Thames Marine Science Magnet School
 - Thames / Thameside / Thames Heights / Thames Harbor

Comments and Feedback

- Approximately half of the survey participants suggested additional names for the school
- 35 of 688 commented Name Should Honor a Historical Figure or Community Leader
- 25 of 688 commented to Keep the Existing Names of Cutler and West Side
- 23 of 688 commented they Strongly Disliked Academy over Elementary; Mentioned Pretentious
- 14 of 688 commented the Name Should Reference Groton's Naval History / Submarines
- 12 of 688 commented Specific Names Are too Similar to Other Area Institutions or Businesses
- 10 of 688 commented the Name Should Unify the Community and / or to Avoid Names Linked to Specific Neighborhood Zones or Geographic Areas of the Town or City including Mystic

Suggested Names Out of 688 Responders

- Names Starting w/ Groton and / or Mystic (77)
 - Geographic Variations of Groton / Mystic Academy Elementary w/ East / West / South / North (18)
 - Groton Elementary School / Academy (14)
 - Mystic Elementary / Academy (13)
 - Other (42)
- Cutler / West Side (25)
- Lambo Latham Academy / Elementary School (14)
- Nautilus Academy / Elementary (or USS Nautilus) (10)

Additional Name Suggestions - Groton

- Groton Bank Academy (1)
- Groton Bank Elementary (1)
- Groton City Elementary (1)
- Groton Coveside Academy (1)
- Groton Explore & Discovery Academy (1)
- Groton Galaxy Academy (1)
- Groton Grammar School (1)
- Groton Heights Academy (1)
- Groton Heights Elementary School (2)
- Groton LedgeLight Elementary (1)
- Groton Multicultural Academy (2)
- Groton Point Light Academy (2)
- Groton Primary School (1)
- Groton River Academy (1)
- Groton Shoreline Academy (1)
- Groton Shores Academy (1)
- Groton Thames Elementary (2)
- Groton West Point Academy (1)

Additional Name Suggestions - Mystic

- Mystic Constitutional Academy (1)
- Mystic Exploration Academy (2)
- Mystic Grammar School (1)
- Mystic Harbor Academy (2)
- Mystic Marine Academy (1)
- Mystic Point Academy of Science (2)
- The Mystic School (1)
- Mystic River Academy of Exploration (1)
- Mystic River Learning Academy (1)
- Mystic Star Academy (1)
- Mystic Valley Academy (1)
- Mystic Valley School (2)
- Mystic Hills School (1)

All Other Names - A-K

- Advent Academy (1)
- Amistad Academy (1)
- Amistad Schooner Elementary (1)
- Anchor Middle (1)
- Angels Light Academy School (1)
- Barrack Obama Academy (1)
- Bay Academy (1)
- Beachside Academy (2)
- Beacon of Light Academy (1)
- Beebe Cove Academy (1)
- Birch Plain Academy (1)
- Coastal Groton Academy (1)
- Daybreak Academy (1)
- Dolphin Academy (1)
- Dr. James Mitchell Academy (1)
- Drawbridge Academy (1)
- Eccleston Brook Academy (3)
- Emerging Submarine Academy (1)
- Estuary Academy (1)
- Fair Seas Academy (1)
- Fort Griswold Academy / Elementary (2)
- Fort Trumbull Elementary School (1)
- Freedom (1)
- Gold Star Academy (1)
- Harry Day Elementary (1)
- Heaven Academy (2)
- Hidden Lake Elementary School (1)
- Holland Elementary (1)
- Illume Institute and Kindle Elementary (1)
- Innovation Academy (1)
- Innovators Elementary (1)
- James E. Mitchell Academy (1)
- John Holland Academy (1)
- Jordan Freeman Academy (1)
- Journey Academy (1)
- Joy of Groton Middle School (1)
- Kim and Harry Watson Academy (1)
- Kimberly French Warn Academy (1)

All Other Names - L-S

- Latitude (North/41) Academy (1)
- Ledgelight Academy (1)
- Lighthouse Elementary Schools (1)
- Little feet Academy (1)
- Long Island Sound Academy (1)
- Marian Galbraith Academy (2)
- Maritime Academy (2)
- Merritt Middle School (1)
- Michael Graner Elementary (1)
- Missituk Academy (1)
- Nancy Johnson Elementary School (1)
- New Beginnings Elementary (1)
- Ocean View Academy / Elementary (3)
- Olde Mistick Academy (1)
- Open Sky Academy (1)
- Patriots Elementary (1)
- Pequot Academy (1)
- Pequot Fort Academy (1)
- Phoenix Academy (1)
- Purple Heart Elementary (1)
- Race Rock Academy (1)
- Rachel Carson's Environmental Science School (1)
- River Academy (1)
- River Light Academy (1)
- River Run Academy (1)
- Riverbank Academy (1)
- Rivers End Academy (1)
- Roger Bidwell School for the Gifted (1)
- Ruth Bader Ginsberg Academy (1)
- Sanford Academy (1)
- Sassacus Elementary School (1)
- Seaside Academy (1)
- Shoreline Academy (1)
- Sondra E Gray Elementary School (1)
- Sound Academy (2)
- Sound Waters Academy (1)
- Starlight Elementary (1)
- Start Smart Academy (1)
- Stause Middle School (1)
- Sunshine School (1)

All Other Names - T-Z

- Three Town Academy (1)
- Trident Elementary School or Trident Academy (1)
- Trump Elementary (1)
- Turtle Bay (1)
- Twin River Collaborative Academy (1)
- Two Rivers Elementary School (1)
- USS Groton Elementary School (1)
- Voyage Academy (1)
- White Oak Elementary Academy School (1)
- William Run River Academy (1)
- William Scrano Elementary (1)
- Young Submarine Academy (1)

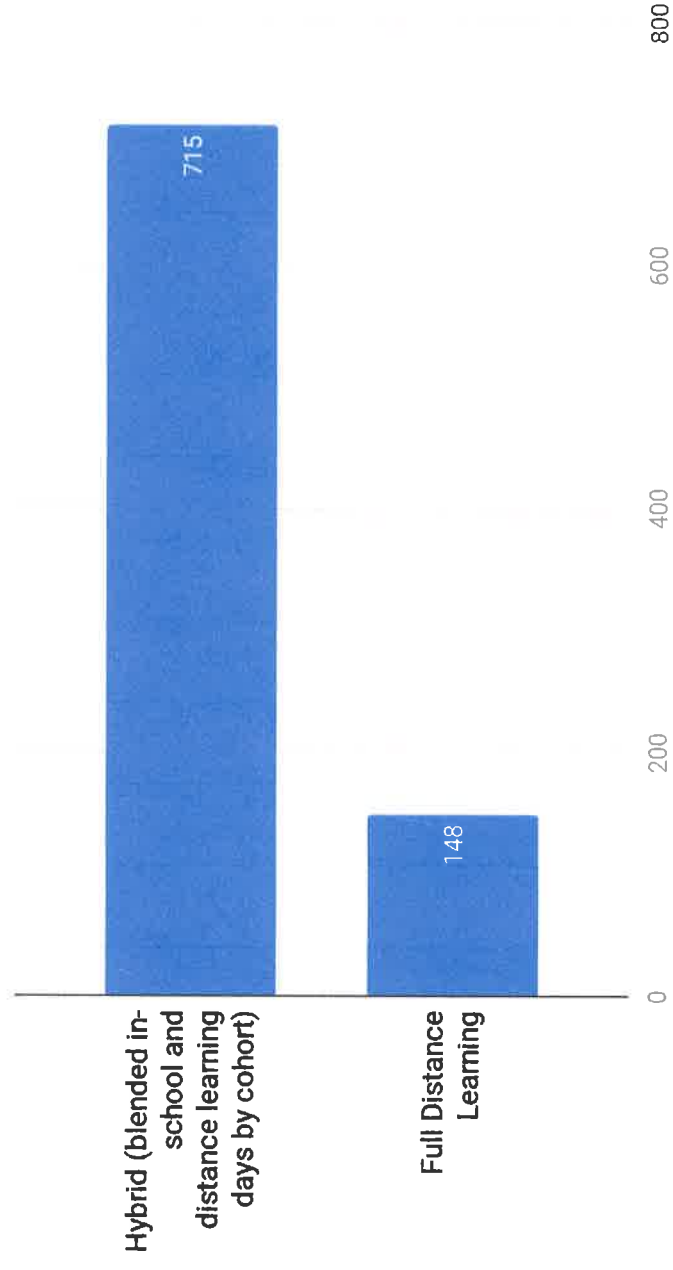
Groton Public Schools Fall 2020 Parent and Educator Survey

**591 Unique Parent Participants Representing 864 Students
328 Educator Participants**

October 26, 2020

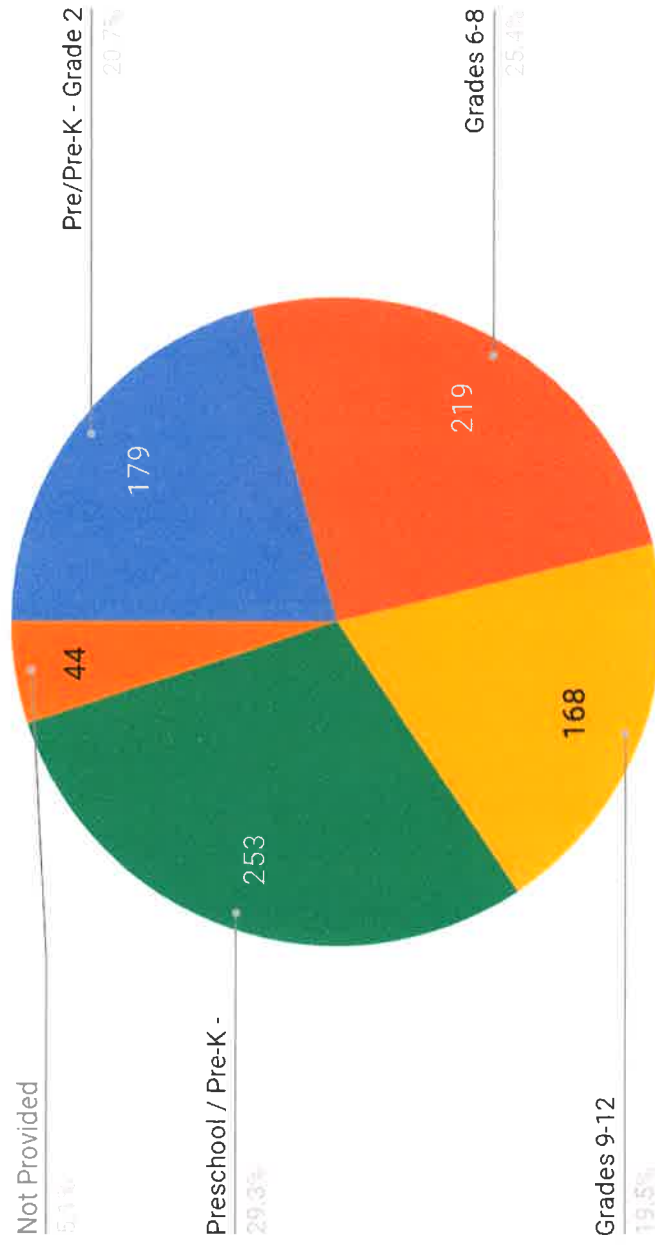
Parent Perspective: Learning Model

Please identify your child's current learning model.



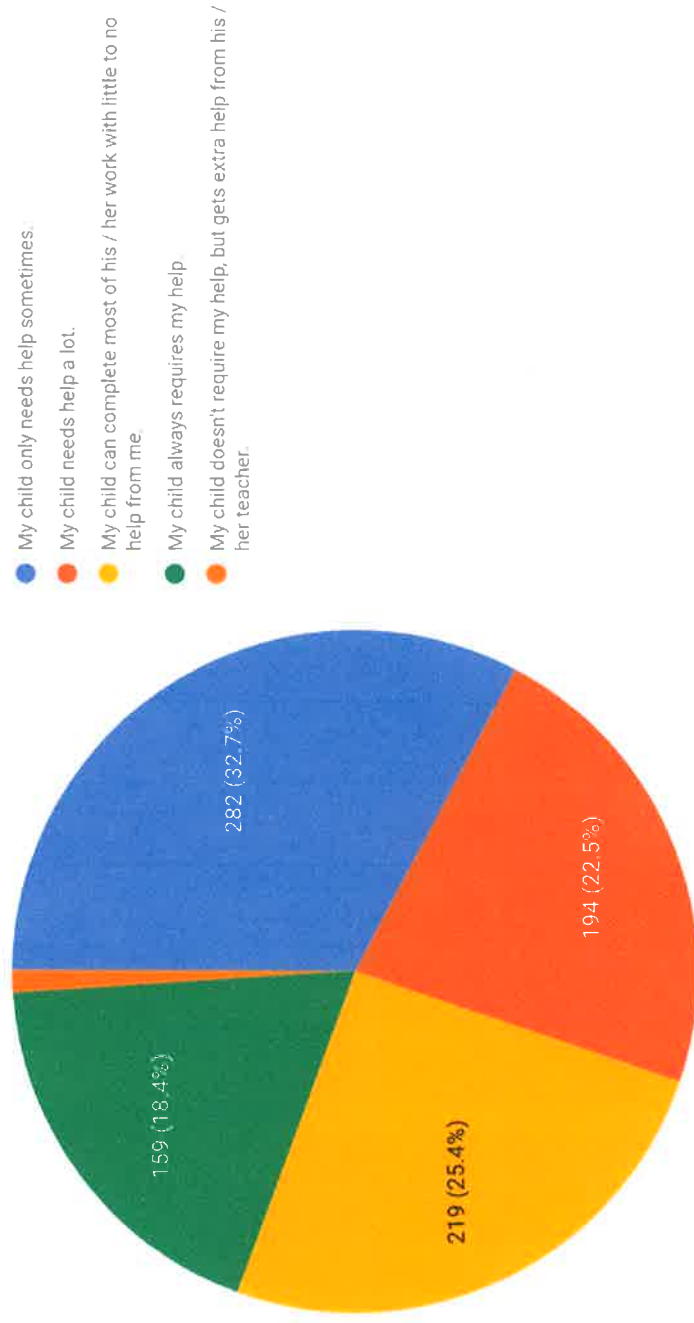
Parent Perspective: Number of Students Per Grade Level

What grade is your child?



Parent Perspective: Remote Learning

Is your child able to understand the instruction they are receiving during remote learning and complete his or her assignments independently at home?



Parent Perspective: Student Engagement

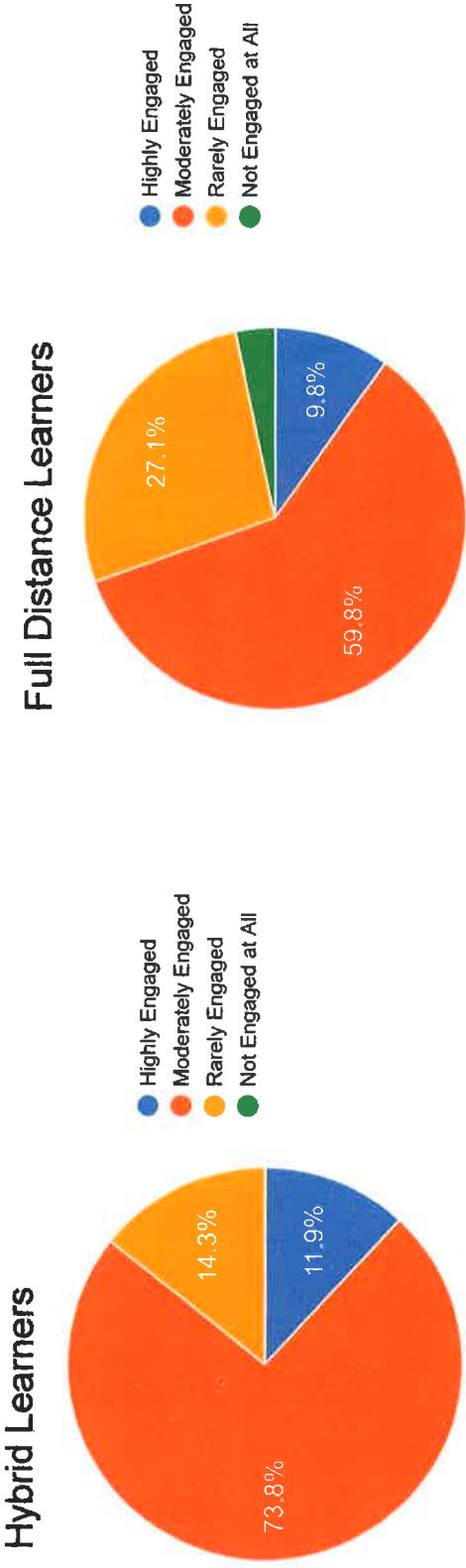
Is your child engaged on the days they are learning at home (either Hybrid or Full Distance Learning)?



Parent Perspective: The majority of parents who responded feel their child is engaged and completing their work.

Educator Perspective: Student Engagement

How would you best describe the engagement of the majority of your students?

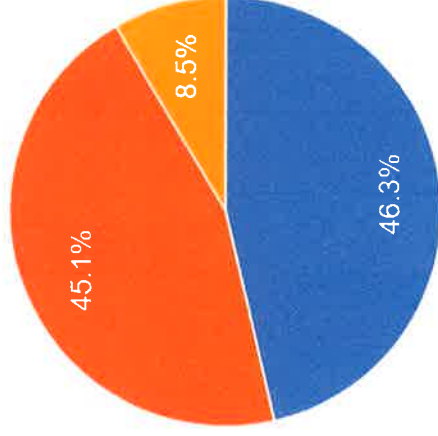


According to educators, the majority of their students are moderately or highly engaged. Full Distance Learners overall had lower levels of engagement compared to their Hybrid Learner Peers.

Educator Perspective: Student Engagement

How many students are completing their assignments?

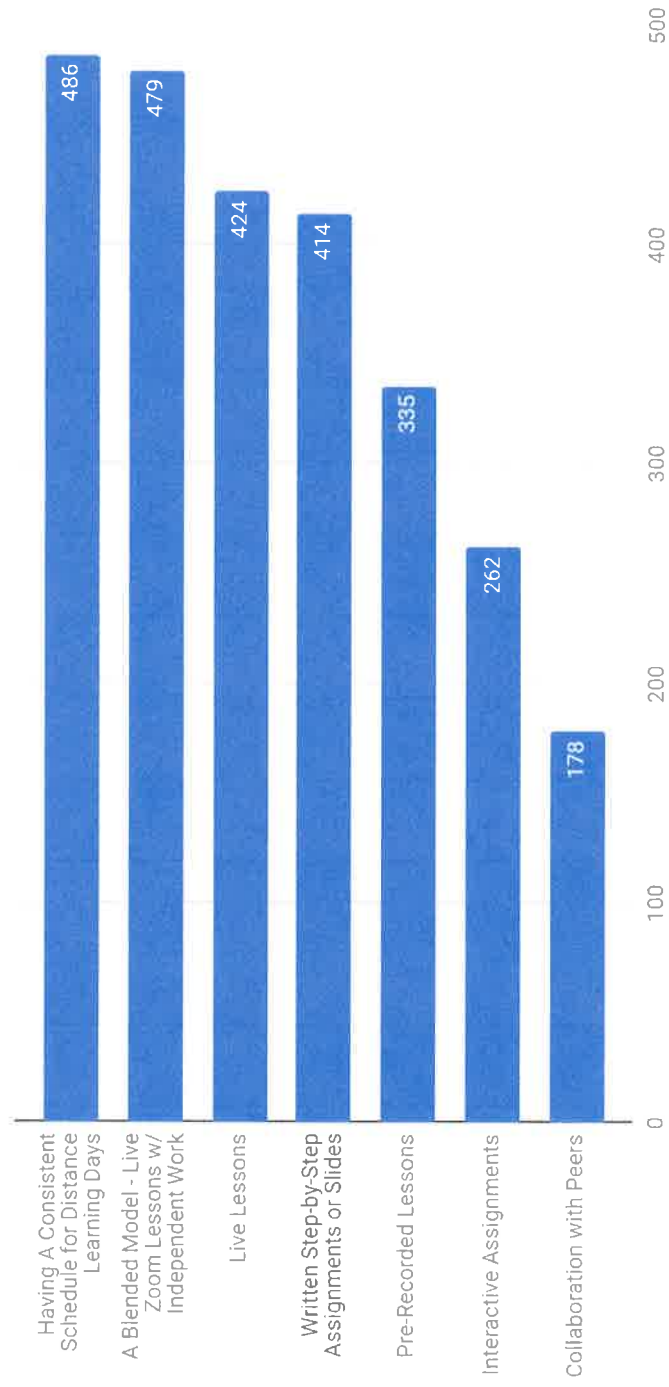
328 responses



- Most of my students are completing their assignments.
- About half of my students are completing their assignments.
- Only a few of my students are completing their assignments.
- None of my students are completing their assignments.

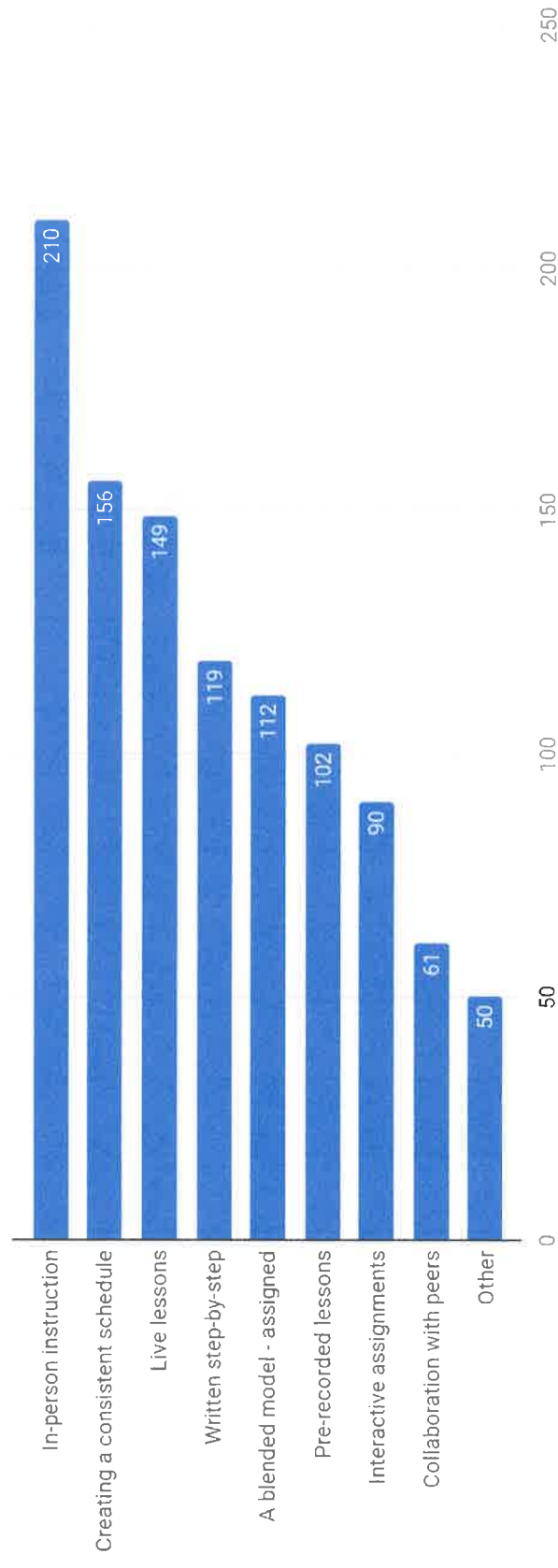
Parent Perspective: Instructional Approaches

In terms of instruction, what seems to work best for your child on the days he / she is learning at home?



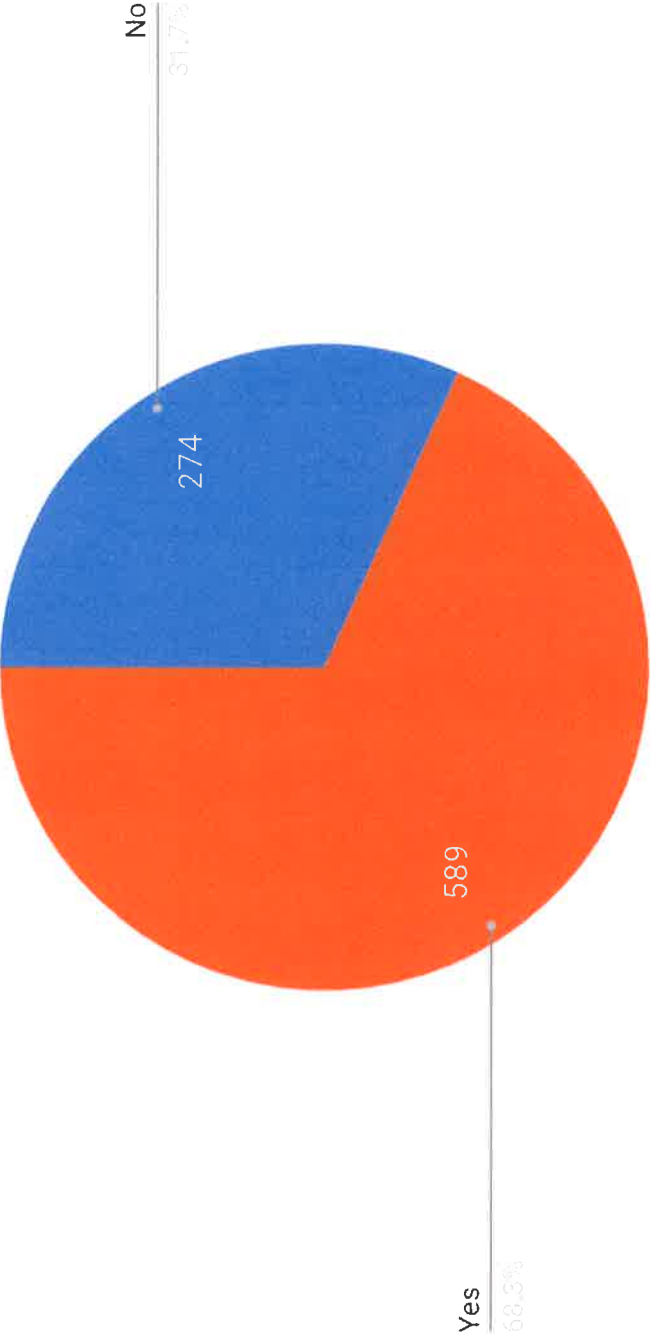
Educator Perspective: Instructional Approaches

In terms of instruction, what approaches seem to best engage your students?



Parent Perspective: Wednesdays

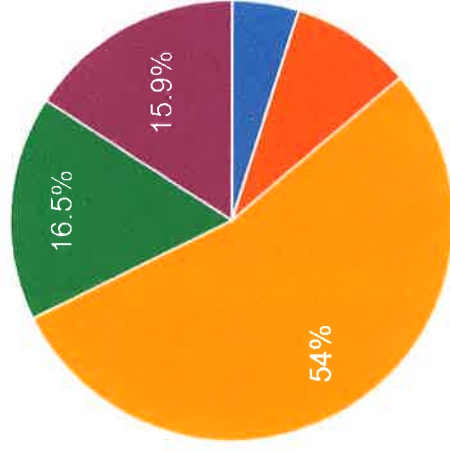
Has your child used Wednesdays as a day for extra help, teacher communication or to do independent work?



Educator Perspective: Wednesdays

How many students are reaching out during your office hours for extra help or to ask questions?

328 responses



- Many of my students have reached out.
- About half of my students have reached out.
- Only a few of my students have reached out.
- None of my students have reached out.
- Not Applicable

Parent Feedback

There is no other new instruction or learning opportunities provided by their teachers on Wednesdays. Since they are caught up in their work, they essentially have the day off (besides the zoom attendance meeting and the expectation that they should be reading every day for 20-30 minutes).

The FHS teachers are carefully planning the lessons and objectives to meet the curricular goals. Frequent live Zoom classes have been very helpful and pacing of work, though very rigorous, has been chunked well for the students. The Wednesday office hours have been a wonderful addition and a way to provide timely feedback for the students.

This year is so much better than last year (remote learning).

More communication with teachers and more notice regarding in-person one-on-one help.

Do better for communication. Not all kids learn the same way and hybrid is making it more difficult to help my kids when I don't understand what's going on. Assignments are being worded strangely at times and he needs to be able to ask the teacher directly what it means and get a faster response or there is going to be some late work.

One of the things I appreciate and is working well for my child is having a set schedule that is the same day to day whether he is in school or at home. The schedule has made this year far easier over last spring. It would be very helpful to have a week's worth of work ahead of time for planning.

Parent Feedback

More one-on-one check-ins with the teacher(s).

Being able to communicate with friends and peers a little more.

Thank you and your team for doing the best you can during this pandemic I think working on social and emotional curriculum is much more important. I say this knowing my daughter is six so this may not apply as heavily to the older kids. Please continue to be flexible with parents turning in assignments while distance learning. My family appreciates all your support.

We are just doing our best to make a good flow for the days we work from home as I am still working so not always home during the day to help.

Again, teachers are doing their best but there is a lot of issues with submitting work, getting attendance straight, and grading on work.

Differentiated instruction or scaffolded assignments for students with reading issues.

Educator Feedback (Cont.)

Kids are happy to be back in the classroom, even with masks and personal office spaces.

Having a small group, I can really get to everyone each day for every subject.

Providing the support families need to be successful with home learning is a challenge.

The biggest challenge is getting them to complete all of their class work and making sure directions are clear enough to where they can do the work without too much confusion.

Prepping for both hybrid and distance learners at the same time - keep in mind that it is really 3 preps: hybrid students, distance plans for when they are home AND lessons for full distance learners.

Some of the kids who need the most help struggle with reading so virtual learning is even harder for them since there's so much reading involved with just navigating through the LMS.

My students are excited to participate in Zoom lessons, but the technology issues have caused great frustration and stress for myself and my students.

Educator Feedback

Teaching this year is different than ever before. Everything seems hard and difficult. Nothing is easy. This is all new learning for me as a teacher.

Planning for children in front of me and making sure the children at home are receiving the same information is very difficult and extremely time consuming.

Please continue with the Wednesday schedule. It is vital for preparation and student help.

Students need direct teacher instruction and feedback more often. I'd rather do a full distance model which includes short mini-lessons with everyone throughout the day and time to touch base in small groups with struggling students after the lessons.

We are widening the gap with this model. Those that have support at home are doing well- those that don't are falling farther behind.

Collaborating with grade level partners in my school to share effective teaching/planning ideas for hybrid or full distance learners.

Groton Public Schools

Date prep:		FY21 Budget Summary Review							
10/22/20 9:30 AM									
Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 10/21/2020	Under/(Over)
Salaries									
1 Administrators	105-106	4,642,710	1,458,740	3,185,760	4,644,500	(1,790)	(0.0%)	4,642,710	0
2 Teachers	101-104, 109, 123-127	34,415,719	5,511,377	28,436,301	33,947,677	468,042	1.4%	34,342,612	73,107
3 Non-Cert Aides	110-111, 130-131, 135, 139	3,578,209	631,247	0	631,247	2,946,962	82.4%	3,578,209	0
4 Substitute - Cert & Non-Cert	120-121	979,580	136,123	250	136,373	843,207	86.1%	996,437	(16,857)
5 Clerical	112-114, 132-134, 144	1,876,870	507,588	48,591	556,179	1,320,691	70.4%	1,876,870	0
6 Custodial/Maintenance/Techs	117-118, 129, 137-139, 147-148	3,563,841	936,430	207,895	1,144,325	2,419,516	67.9%	3,563,841	0
7 Campus Security/Supervision	128	146,610	34,050	0	34,050	112,560	76.8%	146,610	0
8 Total Salaries	100	49,203,539	9,215,555	31,878,797	41,094,352	8,109,187	16.5%	49,147,289	56,250
Benefits									
9 Health Insurance	201-202	7,965,817	1,963,761	0	1,963,761	6,002,056	75.3%	7,965,817	0
10 Workers Comp & Town Pension	211, 213	927,138	0	0	0	927,138	100.0%	927,138	0
11 Social Security & Medicare	212, 214	1,433,611	380,157	0	380,157	1,053,454	73.5%	1,435,487	(1,876)
12 Other Benefits	222-227	129,157	130,663	0	130,663	(1,506)	(1.2%)	129,157	0
13 Total Benefits	200	10,455,723	2,474,581	0	2,474,581	7,981,142	76.3%	10,457,599	(1,876)
Purchased Services									
14 Instructional Services	321-324	153,921	61,812	4,135	65,947	87,974	57.2%	154,166	(245)
15 Professional Services	331	261,078	42,671	38,122	80,793	180,285	69.1%	271,028	(9,950)
16 Other Prof Services	332	600,634	46,754	208,734	255,487	345,147	57.5%	600,573	61
17 OT & PT Services	333	665,591	13,827	515,707	529,534	136,057	20.4%	665,591	0
18 Legal	334	70,000	5,022	0	5,022	64,978	92.8%	60,050	9,950
19 Athletic Officials & Other Athletic Serv	341-342	77,676	0	11,209	11,209	66,467	85.6%	77,676	0
20 Computer Network Services	343	139,235	67,308	42,474	109,782	29,453	21.2%	139,235	0
21 Total Purchased Services	300	1,968,135	237,394	820,381	1,057,775	910,360	46.3%	1,968,319	(184)
Property Services									
22 Water & Sewer	410-411	99,801	14,705	1,587	16,292	83,509	83.7%	99,801	0
23 Trash & Snow Removal	421-422	156,600	16,675	66,346	83,020	73,580	47.0%	156,600	0
24 Repair/Maintenance	430-435, 490-491, 499	486,970	105,660	24,901	130,561	356,409	73.2%	487,358	(388)
25 Rental	441	124,442	19,136	36,226	55,362	69,080	55.5%	124,442	0
26 Total Property Services	400	867,813	156,175	129,060	285,235	582,578	67.1%	868,201	(388)
Transportation, Insurance, Communications, Tuition									
27 Transportation: Schools	510-513	4,855,917	71,025	0	71,025	4,784,892	98.5%	4,855,917	0
28 Transportation: Student Activities	587-596	176,589	0	1,165	1,165	175,424	99.3%	176,729	(140)
29 Transportation: Staff	580-584	124,941	8,934	145	9,079	115,862	92.7%	125,566	(625)
30 Insurance	522, 525	302,400	293,712	0	293,712	8,688	2.9%	309,738	(7,338)
31 Communications	530-552	124,735	38,681	1,780	40,461	84,274	67.6%	124,735	0
32 Tuition: Special Education	561-563, 568	4,481,290	117,229	1,242,481	1,359,710	3,121,580	69.7%	4,481,290	0
33 Tuition: Other	564-567	1,484,839	207,000	0	207,000	1,277,839	86.1%	1,481,839	3,000
34 Total Trans, Ins, Comm, Tuition	500	11,550,711	736,581	1,245,571	1,982,152	9,568,559	82.8%	11,555,813	(5,102)
Supplies									
35 Instructional Supplies	601-609, 613-619, 622-623, 628	468,326	98,283	87,263	185,546	282,780	60.4%	479,662	(11,336)
36 Computer Supplies	610-612	642,796	407,665	22,142	429,807	212,989	33.1%	648,709	(5,913)
37 Electricity & Heating	631-633	1,344,801	296,913	3,724	300,637	1,044,164	77.6%	1,344,801	0
38 Transportation Supplies	634, 656	247,010	22,118	0	22,118	224,892	91.0%	247,010	0
39 Textbooks & Library Books	640-642, 645, 647	121,597	16,292	10,331	26,623	94,974	78.1%	128,248	(6,651)
40 Facility/Maintenance Supplies	650, 652-655, 657, 659	320,220	185,062	70,166	255,228	64,992	20.3%	315,809	4,411
41 Other Supplies (staff dev., etc.)	621, 624-627, 630	72,762	16,118	16,171	32,289	40,473	55.6%	73,464	(702)
42 Total Supplies	600	3,217,512	1,042,451	209,798	1,252,249	1,965,263	61.1%	3,237,703	(20,191)
Equipment									
43 Instructional Equipment	730, 735	64,504	9,963	46,439	56,402	8,102	12.6%	63,349	1,155
44 Non-Instructional Equip	731, 736	26,312	1,000	42,061	43,060	(16,748)	(63.7%)	30,293	(3,981)
45 Total Equipment	700	90,816	10,962	88,500	99,462	(8,646)	(9.5%)	93,642	(2,826)
46 Total Dues & Fees	800	83,841	58,562	155	58,717	25,124	30.0%	85,056	(1,215)
47 GRAND TOTAL		77,438,090	13,932,261	34,372,261	48,304,523	29,133,567	37.6%	77,413,623	24,467

Groton Public Schools

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FY21 Budget Summary Review									
Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 10/21/2020	Under/(Over)
Salaries									
Administrators									
48 Admin	105	1,053,227	351,179	711,937	1,063,116	(9,889)	(0.9%)	1,053,227	-
49 Principals	106	1,256,347	408,109	867,686	1,275,795	(19,448)	(1.5%)	1,256,347	-
50 Asst. Principals	107	1,956,027	618,910	1,393,519	2,012,429	(56,402)	(2.9%)	1,956,027	-
51 Dean	108	377,109	80,542	212,619	293,161	83,948	22.3%	377,109	-
52		4,642,710	1,458,740	3,185,760	4,644,500	(1,790)	(0.0%)	4,642,710	0
Teachers									
53 Classroom Teachers	101 & 119	24,172,827	3,916,109	20,564,561	24,480,670	(307,843)	(1.3%)	24,115,937	56,890
54 Sp Ed Certified	102	7,462,674	1,178,927	6,321,878	7,500,805	(38,131)	(0.5%)	7,446,457	16,217
55 Media Specialist	103	730,616	112,218	618,398	730,616	0	0.0%	730,616	-
56 Guidance	104	1,088,601	173,467	921,505	1,094,973	(6,372)	(0.6%)	1,088,601	-
57 Athletic Director	109	11,769	4,111	9,958	14,069	(2,300)	(19.5%)	11,769	-
58 Summer School	123	8,206	41,771	0	41,771	(33,565)	(409.0%)	8,206	-
59 Adult Ed	124	39,905	6,580	0	6,580	33,325	83.5%	39,905	-
60 Tutors	125	478,270	78,195	0	78,195	400,075	83.7%	478,270	-
61 Coach Stipends	126	344,247	0	0	0	344,247	100.0%	344,247	-
62 Other Student Activities	127	78,604	0	0	0	78,604	100.0%	78,604	-
63		34,415,719	5,511,377	28,436,301	33,947,677	468,042	1.4%	34,342,612	73,107
Non-Cert Aides									
64 Reg Ed Teacher Aides - Kindergarten	110 & 130	393,049	53,157	0	53,157	339,892	86.5%	393,049	-
65 Sp Ed Aides - Para I	111	758,192	128,380	0	128,380	629,812	83.1%	908,513	(150,321)
66 Sp Ed Aides - Para II	131	2,012,619	381,190	0	381,190	1,631,429	81.1%	1,862,298	150,321
67 School Bus Aides	136	402,029	57,886	0	57,886	344,143	85.6%	402,029	-
68 Other Aides	139	12,320	10,634	0	10,634	1,686	13.7%	12,320	-
69		3,578,209	631,247	0	631,247	2,946,962	82.4%	3,578,209	0
Substitute									
70 Substitute Sp.Ed Certified	121	82,989	4,189	0	4,189	78,800	95.0%	82,989	-
71 Substitute Reg.Ed Certified	120	896,591	131,934	250	132,184	764,407	85.3%	913,448	(16,857)
72		979,580	136,123	250	136,373	843,207	86.1%	996,437	(16,857)
Clerical									
73 Clerical	112*113*114*132*133*134*143*144	1,876,870	507,588	48,591	556,179	1,320,691	70.4%	1,876,870	0
Custodial/Maintenance/Techs									
74 Custodial	117 & 137	1,938,622	498,794	50,843	549,637	1,388,985	71.6%	1,938,622	-
75 Maintenance	118 & 138	813,603	225,555	51,428	276,983	536,620	66.0%	813,603	-
76 Technicians	129 & 149	705,116	197,393	105,624	303,017	402,099	57.0%	705,116	-
77 Custodial Overtime	147	87,200	12,696	0	12,696	74,504	85.4%	87,200	-
78 Maintenance Overtime	148	19,300	1,992	0	1,992	17,308	89.7%	19,300	-
79		3,563,841	936,430	207,895	1,144,325	2,419,516	67.9%	3,563,841	0
Security									
80 Security/Supervision	128	146,610	34,050	0	34,050	112,560	76.8%	146,610	-
81 Total Salaries		49,203,539	9,215,555	31,878,797	41,094,352	8,109,187	16.5%	49,147,289	56,250
Benefits									
Health Insurance									
82 Group Ins. Prof	201	6,096,027	1,454,640	0	1,454,640	4,641,387	76.1%	6,096,027	-
83 Group Ins. Other	202	1,869,790	509,121	0	509,121	1,360,669	72.8%	1,869,790	-
84		7,965,817	1,963,761	0	1,963,761	6,002,056	75.3%	7,965,817	0
Workers Comp & Town Pension									
85 Worker's Compensation	211	515,238	0	0	0	515,238	100.0%	515,238	-
86 Town Pension	213	411,900	0	0	0	411,900	100.0%	411,900	-
87		927,138	0	0	0	927,138	100.0%	927,138	0
Social Security & Medicare									
88 Social Security	212	720,155	175,071	0	175,071	545,084	75.7%	722,847	(2,692)
89 Medicare	214	713,456	205,086	0	205,086	508,370	71.3%	712,640	816
90		1,433,611	380,157	0	380,157	1,053,454	73.5%	1,435,487	(1,876)
Other Employee Benefits									
91 Retirement Awards	222	1,657	37,423	0	37,423	(35,766)	(2158.5%)	1,657	-
92 Unemployment	223	50,000	49,957	0	49,957	43	0.1%	50,000	-
93 Tuition Reimb Certified	224	76,000	43,284	0	43,284	32,716	43.0%	76,000	-
95 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
96		129,157	130,663	0	130,663	(1,506)	(1.2%)	129,157	0
97 Total Benefits		10,455,723	2,474,581	0	2,474,581	7,981,142	76.3%	10,457,599	(1,876)

Groton Public Schools

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Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 10/21/2020	Under/(Over)
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Purchased Services

Instructional Services

98	Instructional Services	321 & 323	112,421	57,161	190	57,351	55,070	49.0%	112,421	-
99	Instruct Improvement Services	322 & 324	41,500	4,651	3,945	8,596	32,904	79.3%	41,745	(245)
100			153,921	61,812	4,135	65,947	87,974	57.2%	154,166	(245)

Professional Services

101	Professional Services	331	261,078	42,671	38,122	80,793	180,285	69.1%	271,028	(9,950)
102	Other Professional Services	332	600,634	46,754	208,734	255,487	345,147	57.5%	600,573	61
103	OT & PT Services	333	665,591	13,827	515,707	529,534	136,057	20.4%	665,591	-
104	Legal Services	334	70,000	5,022	0	5,022	64,978	92.8%	60,050	9,950
105			1,597,303	108,274	762,563	870,837	726,466	45.5%	1,597,242	61

Athletic Officials & Other Athletic Services

106	Athletic Officials	341	64,776	0	11,209	11,209	53,567	82.7%	64,776	-
107	Other Athletic Services	342	12,900	0	0	0	12,900	100.0%	12,900	-
108			77,676	0	11,209	11,209	66,467	85.6%	77,676	0

Computer Network Services

109	Computer Network Services	343	139,235	67,308	42,474	109,782	29,453	21.2%	139,235	-
110	Total Purchased Services		1,968,135	237,394	820,381	1,057,775	910,360	46.3%	1,968,319	(184)

Property Services

Water/Sewer

111	Water	410	65,527	9,184	1,587	10,771	54,756	83.6%	65,527	-
112	Sewer	411	34,274	5,521	0	5,521	28,753	83.9%	34,274	-
113			99,801	14,705	1,587	16,292	83,509	83.7%	99,801	0

Trash & Snow Removal

114	Trash Removal	421	86,600	16,675	66,346	83,020	3,500	4.1%	86,600	-
115	Snow Removal	422	70,000	0	0	0	70,000	100.0%	70,000	-
116			156,600	16,675	66,346	83,020	73,580	47.0%	156,600	0

Repair/Maintenance

117	Equipment Repairs	430	115,719	21,318	1,825	23,143	92,576	80.0%	116,107	(388)
118	Grounds Repairs	431	170,017	52,243	12,927	65,170	104,847	61.7%	170,017	-
119	General Bldg Repairs	432	50,912	9,110	0	9,110	41,802	82.1%	50,912	-
120	Painting	433	10,000	0	0	0	10,000	100.0%	10,000	-
121	Heat & Plumbing	434	46,063	2,631	375	3,006	43,057	93.5%	46,063	-
122	Electrical	435	11,947	0	0	0	11,947	100.0%	11,947	-
123	Extermination Services	490	12,268	3,961	8,024	11,985	283	2.3%	12,268	-
124	Bldg Fire Protection	491	45,898	2,656	0	2,656	43,242	94.2%	45,898	-
125	Bldg Safety Services	492	0	9,771	0	9,771	(9,771)	-	-	-
126	Other Purch Services	499	24,146	3,971	1,750	5,721	18,425	76.3%	24,146	-
127			486,970	105,660	24,901	130,561	356,409	73.2%	487,358	(388)

Rental

128	Rental	441	124,442	19,136	36,226	55,362	69,080	55.5%	124,442	-
129	Total Property Services		867,813	156,175	129,060	285,235	582,578	67.1%	868,201	(388)

Transportation, Insurance, Communications, Tuition

Transportation: Schools

130	Reg.Ed Pupil Transportation	510 & 516	2,877,836	12,498	0	12,498	2,865,338	99.6%	2,877,836	-
131	Sp.Ed - Trans - STA	511	1,063,596	37,331	0	37,331	1,026,265	96.5%	1,063,596	-
132	Sp.Ed - Trans - Curtin	512	902,235	21,196	0	21,196	881,039	97.7%	902,235	-
133	Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
134			4,855,917	71,025	0	71,025	4,784,892	98.5%	4,855,917	0

Transportation: Other

135	Transportation - Athletics	587	106,430	0	0	0	106,430	100.0%	106,430	-
136	Transportation - Field Trips	588	51,553	0	700	700	50,853	98.6%	51,553	-
137	Entry Fees - Athletics	591 & 592	13,216	0	465	465	12,751	96.5%	13,356	(140)
138	Admission Fees	595	5,390	0	0	0	5,390	100.0%	5,390	-
140			176,589	0	1,165	1,165	175,424	99.3%	176,729	(140)

Transportation: Staff

141	Travel - Education	580 & 581	8,800	6	0	6	8,794	99.9%	8,800	-
142	Travel - Admin	582 & 583	30,300	7,234	0	7,234	23,066	76.1%	30,300	-
143	Travel - Conferences	584	85,841	1,694	145	1,839	84,002	97.9%	86,466	(625)
144			124,941	8,934	145	9,079	115,862	92.7%	125,566	(625)

Liability & Accident Insurance

145	Liability Insurance	522	286,374	293,712	0	293,712	(7,338)	(2.6%)	293,712	(7,338)
146	Accident Insurance	525	16,026	0	0	0	16,026	100.0%	16,026	-
147			302,400	293,712	0	293,712	8,688	2.9%	309,738	(7,338)

Groton Public Schools

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Communications									
148 Telephone, Telephone Repairs	530	68,810	30,288	1,000	31,288	37,522	54.5%	68,810	-
149 Postage	531	39,425	4,570	0	4,570	34,855	88.4%	39,425	-
150 Advertisement	540	5,000	1,392	780	2,172	2,828	56.6%	5,000	-
151 Minority Recruitment	541	0	0	0	0	0		-	-
152 Printing Admin	550	7,500	2,031	0	2,031	5,469	72.9%	7,500	-
153 School Publications	551 & 552	4,000	400	0	400	3,600	90.0%	4,000	-
154		124,735	38,681	1,780	40,461	84,274	67.6%	124,735	0
Tuition: Special Education									
155 Sp.Ed Vocational	561	461,250	4,068	6,869	10,937	450,313	97.6%	461,250	-
156 Sp.Ed BoE Placements	562	2,447,750	98,926	1,207,464	1,306,390	1,141,360	46.6%	2,447,750	-
157 Sp.Ed State Placements	563	600,000	14,235	28,148	42,383	557,617	92.9%	600,000	-
158 Sp.Ed Magnet Choice	568	972,290	0	0	0	972,290	100.0%	972,290	-
159		4,481,290	117,229	1,242,481	1,359,710	3,121,580	69.7%	4,481,290	0
Tuition: Other									
160 Adult Ed	564	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
161 Magnet Tuition	566	1,148,955	0	0	0	1,148,955	100.0%	1,148,955	-
162 Vo Ag Reg.Ed Tuition	567	125,884	0	0	0	125,884	100.0%	125,884	-
163		1,484,839	207,000	0	207,000	1,277,839	86.1%	1,481,839	3,000
164 Total Transportation, Insurance, Communication, Tuition		11,550,711	736,581	1,245,571	1,982,152	9,568,559	82.8%	11,555,813	(5,102)
Supplies									
Instructional Supplies									
165 General Classroom	601	101,351	16,733	14,434	31,166	70,185	69.2%	98,843	2,508
166 Science	602	21,150	4,312	816	5,128	16,022	75.8%	21,150	-
167 Arts & Crafts	603	20,350	5,362	6,113	11,474	8,876	43.6%	21,630	(1,280)
168 Phys. Ed	604	12,400	1,972	2,962	4,933	7,467	60.2%	13,447	(1,047)
169 Music	605	18,850	1,199	9,540	10,739	8,111	43.0%	20,584	(1,734)
170 Kindergarten	606	5,800	1,430	657	2,087	3,713	64.0%	5,896	(96)
171 Pupil Tests	607	70,225	12,128	6,387	18,515	51,710	73.6%	70,559	(334)
172 Tech. Ed	609	7,500	999	640	1,639	5,861	78.2%	7,500	-
173 Home Ec Supplies	613	12,700	176	2,692	2,868	9,832	77.4%	12,700	-
174 Sp.Ed Supplies	615	54,800	5,972	4,866	10,838	43,962	80.2%	56,300	(1,500)
175 Athletic Supplies	616	81,475	2,378	13,982	16,361	65,114	79.9%	79,274	2,201
176 Math Supplies	617	11,250	7,192	1,369	8,561	2,689	23.9%	19,155	(7,905)
177 Health Supplies	618	1,700	0	0	0	1,700	100.0%	1,700	-
178 Other Supplies	619	2,500	0	0	0	2,500	100.0%	2,500	-
179 Health Serv Pathogen	622	6,250	1,442	307	1,749	4,501	72.0%	7,999	(1,749)
180 School Library Supplies	623	4,950	176	18	194	4,756	96.1%	4,950	-
181 Food, Drink, Snacks	628	35,075	0	399	399	34,676	98.9%	35,474	(399)
182 Distance Learning Supplies	691	0	36,812	22,084	58,896	(58,896)		-	-
183		468,326	98,283	87,263	185,546	282,780	60.4%	479,662	(11,336)
Computer Supplies									
184 Computer Supplies	610 & 611	110,900	21,119	15,864	36,983	73,917	66.7%	111,130	(230)
185 Software	612	531,896	386,546	6,278	392,824	139,072	26.1%	537,579	(5,683)
186		642,796	407,665	22,142	429,807	212,989	33.1%	648,709	(5,913)
Electricity & Heating									
187 Electricity	631	905,538	251,006	3,285	254,291	651,247	71.9%	905,538	-
188 Propane/Natural Gas	632	229,751	6,698	439	7,137	222,614	96.9%	229,751	-
189 Heating Oil	633	209,512	39,209	0	39,209	170,303	81.3%	209,512	-
190		1,344,801	296,913	3,724	300,637	1,044,164	77.6%	1,344,801	0
Transportation Supplies									
191 Diesel for School Buses	634	205,430	20,491	0	20,491	184,939	90.0%	205,430	-
192 Gas for Maintenance	656	41,580	1,627	0	1,627	39,953	96.1%	41,580	-
193		247,010	22,118	0	22,118	224,892	91.0%	247,010	0
Textbooks & Library Books									
194 Textbooks	640	86,796	10,057	2,288	12,345	74,451	85.8%	90,352	(3,556)
195 Workbooks	641	12,910	6,235	2,847	9,082	3,828	29.7%	15,841	(2,931)
196 Textbook Rebind	642	450	0	0	0	450	100.0%	450	-
197 Library Books	645	18,391	0	5,016	5,016	13,375	72.7%	18,555	(164)
198 Periodicals	647	3,050	0	180	180	2,870	94.1%	3,050	-
199		121,597	16,292	10,331	26,623	94,974	78.1%	128,248	(6,651)

Groton Public Schools

Date prep: 10/22/20 9:30 AM FY21 Budget Summary Review

Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 10/21/2020	Under/(Over)
Facility/Maintenance Supplies									
200 Equipment Repair	650	28,660	7,534	621	8,155	20,505	71.5%	28,660	-
201 Grounds Supplies	651	18,675	23,395	0	23,395	(4,720)	(25.3%)	23,395	(4,720)
202 General Bldg Repair	652	66,430	11,885	1,730	13,616	52,814	79.5%	61,430	5,000
203 Painting	653	2,500	2,867	0	2,867	(367)	(14.7%)	2,867	(367)
204 Heat & Plumbing	654	33,720	21,265	826	22,091	11,629	34.5%	33,720	-
205 Electrical	655	29,950	9,420	2,805	12,225	17,725	59.2%	29,950	-
206 Safety Supplies	657 & 659	11,985	95,150	61,231	156,381	(144,396)	(1204.8%)	12,487	(502)
207 Custodial Supplies	658	128,300	13,545	2,953	16,498	111,802	87.1%	123,300	5,000
208		320,220	185,062	70,166	255,228	64,992	20.3%	315,809	4,411
Other Supplies									
209 Sup Serv Guid Imp Ins	621	21,500	2,594	3,722	6,316	15,184	70.6%	21,500	-
210 Audio Visual	624 & 625	7,402	665	527	1,192	6,210	83.9%	7,402	-
211 General Admin Supplies	626	13,360	843	1,081	1,925	11,435	85.6%	13,273	87
212 School Admin Supplies	627	11,250	4,904	1,270	6,174	5,076	45.1%	12,029	(779)
213 Professional Materials	690	19,250	1,141	2,587	3,728	15,522	80.6%	19,260	(10)
214 Personal Protective Equipment	692 & 693	0	5,971	6,984	12,955	(12,955)	-	-	-
215		72,762	16,118	16,171	32,289	40,473	55.6%	73,464	(702)
216 Total Supplies		3,217,512	1,042,451	209,798	1,252,249	1,965,263	61.1%	3,237,703	(20,191)
Equipment									
Instructional Equipment									
217 Replace Instr Equip	730	29,770	758	30,342	31,100	(1,330)	(4.5%)	28,995	775
218 Add Instr Equipment	735	34,734	9,205	16,096	25,301	9,433	27.2%	34,354	380
219		64,504	9,963	46,439	56,402	8,102	12.6%	63,349	1,155
Non-Instructional Equipment									
220 Replace Non-Instr Equipment	731	25,000	0	38,288	38,288	(13,288)	(53.2%)	25,000	-
221 Add Non-Instr Equipment	736	1,312	1,000	3,773	4,772	(3,460)	(263.7%)	5,293	(3,981)
222		26,312	1,000	42,061	43,060	(16,748)	(63.7%)	30,293	(3,981)
223 Total Equipment		90,816	10,962	88,500	99,462	(8,646)	(9.5%)	93,642	(2,826)
Dues - Fees									
Dues/Fees									
224 Dues BoE	810	25,541	20,591	0	20,591	4,950	19.4%	25,541	-
225 General Admin Dues	811	15,950	13,675	0	13,675	2,275	14.3%	16,875	(925)
226 School Admin Dues	812	37,465	21,640	80	21,720	15,745	42.0%	37,755	(290)
227 Other Dues	819	4,885	2,656	75	2,731	2,154	44.1%	4,885	-
228 Total Dues/Fees		83,841	58,562	155	58,717	25,124	30.0%	85,056	(1,215)
229 Grand Total		77,438,090	13,932,261	34,372,261	48,304,523	29,133,567	37.6%	77,413,623	24,467

Function		FY21			FY21		FY21		FY21	
		Budget	Expended	Encumbered	Total	Remaining	%	Estimated	Increase	
No.	Description	2020-2021	2020-2021	2020-2021	2020-2021	Balance		2020-2021	(Decrease)	
Regular Instruction										
1101	FUNCTION-1101 ELEMENTARY	13,102,845	2,209,883	8,867,756	11,077,639	2,025,206	15.5%	13,101,993	852	
1102	FUNCTION-1102 ART	673,103	111,666	469,204	580,870	93,233	13.8%	677,130	(3,027)	
1104	FUNCTION-1104 LANGUAGE ARTS	2,356,132	385,639	1,615,221	2,000,660	335,272	14.4%	2,336,132	-	
1105	FUNCTION-1105 WORLD LANGUAGES	1,294,804	226,570	911,792	1,138,361	156,473	12.1%	1,301,825	(7,011)	
1106	FUNCTION-1106 CONSUMER SCIENCE	160,712	21,474	95,958	117,432	43,280	26.9%	161,901	(1,189)	
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	768,063	107,284	450,697	557,982	210,081	27.4%	730,638	37,425	
1108	FUNCTION-1108 MATHEMATICS	2,039,084	355,277	1,489,601	1,844,958	194,126	9.5%	2,041,892	(2,808)	
1109	FUNCTION-1109 MUSIC	738,098	113,218	510,355	613,573	114,525	15.5%	741,728	(3,630)	
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,159,765	177,467	712,289	889,756	270,007	23.3%	1,160,366	(601)	
1111	FUNCTION-1111 SCIENCE	2,288,339	424,013	1,520,530	1,944,543	343,796	15.0%	2,288,339	-	
1112	FUNCTION-1112 SOCIAL STUDIES	1,810,607	292,400	1,292,786	1,585,186	225,421	12.5%	1,810,941	(334)	
1114	FUNCTION-1114 HEALTH EDUCATION	231,660	50,137	277,281	327,418	(95,758)	(41.3%)	232,794	(1,134)	
1115	FUNCTION-1115 MAGNET SCHOOL SUPPORT	30,000	-	1,254	1,254	28,746	95.8%	30,000	-	
1116	FUNCTION-1116 CO-OPERATIVE WORK EXPER	-	2,419	12,946	12,946	(15,366)	0.0%	-	-	
1117	FUNCTION-1117 INTERMEDIATE/ALTERNATE	86,195	5,802	3,825	8,707	77,408	89.9%	86,205	-	
1119	FUNCTION-1119 UNCLASSIFIED	811,340	402,661	38,298	440,499	370,297	45.6%	811,240	-	
1121	FUNCTION-1121 BUSINESS EDUCATION	308,770	52,934	210,285	263,219	45,751	14.8%	309,200	(230)	
1124	FUNCTION-1124 HEALTH OCCUPATIONS	114,720	12,204	44,291	56,495	58,225	50.8%	114,886	(166)	
1260	FUNCTION-1260 ENRICHMENT	38,551	11,655	-	11,655	26,896	69.8%	38,551	-	
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	2,923,229	456,727	2,141,043	2,597,771	325,458	11.1%	2,923,229	-	
1412	FUNCTION-1412 SUMMER/SC HIGH SCHOOL CREDI	8,834	44,782	-	44,782	(35,948)	(406.9%)	8,834	-	
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERV	1,172,652	198,509	623,612	822,122	350,530	29.9%	1,172,816	(164)	
Total Regular Instruction		32,112,081	5,708,065	21,288,094	26,096,159	5,118,822	15.9%	32,095,009	17,972	
Special Instruction										
1205	FUNCTION-1205 PRESCHOOL, 3-5	1,288,422	186,804	503,854	608,655	597,767	46.4%	1,344,470	(43,952)	
1210	FUNCTION-1210 SPECIAL SUMMER School	20,290	55,088	-	55,088	(34,818)	(171.6%)	20,290	-	
1212	FUNCTION-1212 OTHER SPECIAL INSTRUCTION	743,505	130,071	188,790	318,862	424,643	57.1%	743,721	(216)	
1230	FUNCTION-1230 SPECIAL EDUCATION	8,280,293	1,362,342	3,608,193	4,978,534	3,309,759	40.0%	8,283,889	(3,596)	
1250	FUNCTION-1250 BLIND	56,595	825	-	825	55,770	98.5%	56,595	-	
1280	FUNCTION-1280 HEARING IMPAIRED	120,185	16,511	85,551	102,062	18,043	15.0%	121,605	(1,400)	
Total Special Instruction		10,509,210	1,751,656	4,386,388	6,138,043	4,371,167	41.4%	10,477,889	31,321	
Confounding Education										
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	80,995	10,864	10,817	21,381	59,614	73.6%	80,995	-	
1320	FUNCTION-1320 ADULT EDUCATION	210,000	207,000	-	207,000	3,000	1.4%	207,000	3,000	
Total Continuing Education		290,995	217,864	10,817	228,381	62,614	21.5%	287,995	3,000	
Other Instructional Programs										
1501	FUNCTION-									

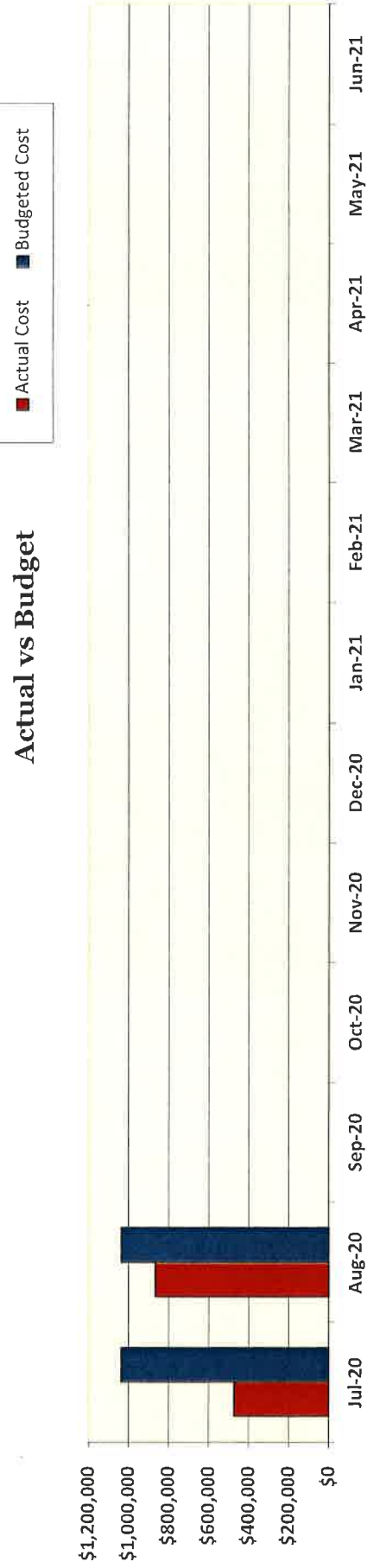
Cost vs Budget Dashboard - data through August 2020

BOE Groups Active & Retired

Self Insured - All Coverages All Enrollees												
Claim/Admin. Cost												
Date	Lives	Net Medical Paid		Rx Paid Claims	Dental Paid	Total Net Paid		Total Fixed Costs	Total Cost	BOE Monthly Budget*	Variance - Total Cost vs BOE Budget	Actual/Estimated BOE Budget
		Claims			Claims	Claims						
Jul-20	596	\$265,817		\$83,219	\$27,896	\$376,933		\$94,956	\$471,888	\$1,037,603	(\$565,714)	45.5%
Aug-20	596	\$648,562		\$81,582	\$40,991	\$771,135		\$94,956	\$866,091	\$1,037,603	(\$171,512)	83.5%
Sep-20												
Oct-20												
Nov-20												
Dec-20												
Jan-21												
Feb-21												
Mar-21												
Apr-21												
May-21												
Jun-21												
YTD	1192	\$914,380		\$164,801	\$68,887	\$1,148,067		\$189,912	\$1,337,979	\$2,075,205	(\$737,226)	64.5%

Budget vs. Actual Cost

Actual vs Budget



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

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

Groton Public Schools
Pandemic Related Funding

Category	Amount	Costs covered
Coronavirus Relief Fund (CRF) (expenditures through 12/30/20)		
Academic personnel	908,889	Substitutes teachers, paraprofessionals to accommodate social distancing, additional teaching staff needed for remote teaching, teachers participation in planning curriculum for reopening, device managers
Student Support personnel	97,328	Additional social workers to assist students, community coordinators to reach out to students and families
Cleaning personnel	44,330	Additional custodial staff
Transportation personnel	1,744	OT to develop and rewrite bus routes due to hybrid schedule
Cleaning/Safety Supplies	175,000	Desk shields, hand sanitizer, face masks, disposable gloves, gowns, face shields, thermometers, directional signage, HVAC consultants
Total CRF	1,227,291	

CARES Act (ESSER Fund) (expenditures incurred between 03/13/20 and 09/30/22)		
Academic personnel	246,694	Substitutes teachers, additional teaching staff needed for remote teaching
Student Support personnel	220,930	Additional social workers to assist students, food service personnel needed during the spring shutdown
Cleaning personnel	66,183	Additional custodial staff
School supplies	50,800	Tool kits sent home with students to use during distance learning
Software	79,798	Additional software titles to support distance learning
Total CARES Act	664,406	

CAPITAL IMPROVEMENT PROGRAM

PROJECT DETAIL (ADDENDUM)

PROJECT	ACTIVITY/DEPARTMENT
SCHOOL NEEDS SUMMARY	5) EDUCATION

ADDITIONAL INFORMATION

Projects for various system upgrades and replacement at the schools are listed on the individual facility project sheets. However, there are longer term needs to maintain the educational and functional adequacy that are summarized below.

ELEMENTARY SCHOOLS

The projects shown on the individual project sheets are intended to maintain the adequacy of the facilities in their present configuration. However, to meet educational adequacy needs in the future, Charles Barnum Elementary School will also require an expanded media center, a full-service kitchen, a larger cafetorium, a gymnasium, larger and redesigned administration spaces, additional resource and remedial program spaces, appropriate instrumental and band program spaces, an art room, a space for the school based health center, and a larger space for the school nurse. In addition, the Board wants to highlight that HVAC, ADA, and Fire Code upgrades requested over the last nine years have not been funded.

CAPITAL IMPROVEMENT PROGRAM

PROJECT DETAIL

PROJECT	ACTIVITY/DEPARTMENT
PROJECT NAME	5) EDUCATION
Groton Middle School Athletic Complex	

DESCRIPTION/PURPOSE/JUSTIFICATION

The installation of lights at the synthetic surface multi-sport field and the softball field at Groton Middle School would greatly expand the use of those facilities for both interscholastic sports as well as Parks and Recreation town-wide activities.

Requested for FYE 22 are funds (\$500,000) for light for the synthetic surface field; and also requested for FYE 22 are funds (\$325,000) for the softball field.

RECOMMENDED FINANCING (000)

	Source of Funds*	FYE 2022	FYE 2023	FYE 2024	FYE 2025	FYE 2026	FYE 2027	Total Estimated Cost
A. Planning & Engineering								
B. Land & Right of Way								
C. Construction	C	825						825
D. Equipment								
E. Other Costs								
Total		825						825
*Funding	(C) Capital Reserve Fund)		(G) General Obligation Bonds		(O) Other			

CAPITAL IMPROVEMENT PROGRAM

PROJECT DETAIL

PROJECT

ACTIVITY/DEPARTMENT

PROJECT NAME

5) EDUCATION

Northeast Academy Indoor Air Quality

DESCRIPTION/PURPOSE/JUSTIFICATION

There have been concerns about excessive humidity in the Northeast Academy. The district contracted with the engineering firm Fuss & O'Neill to determine the cause and possible remedy for this issue. The study concluded with recommendations for both short and long term solutions.

The long-term recommendation in the engineering report is the replacement of the air handling units.

The initial work from the short-term equipment upgrades were completed during the spring of 2020.

The second phase of the work includes the following: requested for FYE 22 are funds (\$215,000) for site improvements.

The Board recommends postponing the replacement of the air handling units until FYE 23 and beyond. During the spring of 2020 the maintenance staff has implemented an active dehumidification program that mitigated the humidity problem. The HVAC technician will continue to monitor the air quality of the building.

Programmed for FYE 22-26 are funds (\$200,000/year) for replacement of the air handling units.

RECOMMENDED FINANCING (000)

	Source of Funds*	FYE 2022	FYE 2023	FYE 2024	FYE 2025	FYE 2026	FYE 2027	Total Estimated Cost
A. Planning & Engineering								
B. Land & Right of Way								
C. Construction	C	215						215
D. Equipment		215	200	200	200	200	200	1215
E. Other Costs								
Total		430	200	200	200	200	200	1430
*Funding	(C) Capital Reserve Fund)		(G) General Obligation Bonds		(O) Other			

CAPITAL IMPROVEMENT PROGRAM

PROJECT DETAIL

PROJECT

ACTIVITY/DEPARTMENT

A) FITCH SCHOOL ATHLETIC FACILITIES

5) EDUCATION

DESCRIPTION/PURPOSE/JUSTIFICATION

In addition to the regular use of the football field by the football team, the field is also used by the Groton Public Schools lacrosse and soccer teams, as well as physical education classes. Because the playing field no longer drains properly, it is in need of upgrading. It will be necessary to regrade and recrown the field and sod the entire surface.

The addition of an irrigation system while work is performed will greatly enhance the continued maintenance by providing timed watering while also improving on the efficiency/cost of water usage.

Programmed for FYE 23 are funds (\$195,000) to sod and recrown the field and funds (\$25,000) for irrigation.

RECOMMENDED FINANCING (000)

	Source of Funds*	FYE 2022	FYE 2023	FYE 2024	FYE 2025	FYE 2026	FYE 2027	Total Estimated Cost
A. Planning & Engineering								
B. Land & Right of Way								
C. Construction	C		220					220
D. Equipment								
E. Other Costs								
Total			220					
*Funding	(C) Capital Reserve Fund)		(G) General Obligation Bonds		(O) Other			

CAPITAL IMPROVEMENT PROGRAM

PROJECT DETAIL

PROJECT

ACTIVITY/DEPARTMENT

PROJECT NAME

5) EDUCATION

Charles Barnum Elementary School
Roof Replacement

DESCRIPTION/PURPOSE/JUSTIFICATION

The Board of Education plans to keep Charles Barnum Elementary School for many years to come. By the fall of 2021, that building will be the only school in the district that is older than 12 years. The roof on the building is beyond its 20-year life expectancy.

Requested for FYE 22 are funds (\$900,000) for roof replacement.

RECOMMENDED FINANCING (000)

	Source of Funds*	FYE 2022	FYE 2023	FYE 2024	FYE 2025	FYE 2026	FYE 2027	Total Estimated Cost
A. Planning & Engineering								
B. Land & Right of Way								
C. Construction	C	900						900
D. Equipment								
E. Other Costs								
Total		900						900
*Funding	(C) Capital Reserve Fund)		(G) General Obligation Bonds		(O) Other			

Personnel - Certified and Non Certified / Students

Face Masks/Coverings

This policy pertains to students, faculty, staff, and visitors. It has been developed to fulfill the guiding principles contained in the Framework for Connecticut Schools, specifically to safeguard the health and safety of students and staff and to allow all students the opportunity to return into classrooms full time.

The Board of Education (Board) is implementing this masking requirement to promote the safest possible learning, teaching, and work environment for students, faculty, staff and visitors during the COVID-19 pandemic. The first priority of the Board is the health and well-being of students and staff as the district prepares for and implements the safe reopening of schools.

The Center for Disease Control (CDC) and the Connecticut Department of Health (DPH) and the Connecticut State Department of Education, as outlined in Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together requires the wearing of face coverings for all students and staff when they are inside school buildings and while riding school transportation vehicles, with certain exceptions.

Definitions

Face covering/mask - a cloth, paper, or disposable face covering that covers the nose and mouth. It may or may not be medical grade. (Evidence shows that the proper wearing of facial masks or coverings helps stop the spread of the virus, which is currently by droplets when an individual coughs, sneezes, or talks.)

Face shield - a clear, plastic shield that covers the forehead, extends below the chin, and wraps around the sides of the face, protecting the eyes, nose, and mouth from contamination from respiratory droplets, along with masks or respirators.

Clear plastic barrier - a clear plastic or solid surface that can be cleaned and sanitized often.

Transportation

Student passengers are required to wear a face mask or cloth face covering that completely covers the nose and mouth during transit. The student's face covering must be in place prior to boarding the bus, van, or other vehicles and must be kept in place until they are completely off the bus or van. The Board shall provide back-up masks if students do not have face coverings when boarding a school bus or van. The face mask or cloth face covering is also applicable to the drivers of the vehicle.

The Board may consider the option of assigning a temporary monitor on student transportation at the beginning of the school year to facilitate compliance with this new face mask protocol.

School Buildings and Grounds

All students, staff, and visitors are required to use face coverings which completely covers the nose and mouth, when they are inside the school building or on school grounds, even when social distancing is maintained. An individual shall be excused from this requirement for the following listed reasons, per CDC guidance.

The individual:

1. has trouble breathing;
2. is unconscious;
3. is incapacitated; or
4. cannot remove the mask or face covering without assistance.

In addition, masks or face coverings shall not be required for anyone who has a medical reason making it unsafe to wear a face mask or face covering. A written notification from a licensed medical provider, the Department of Developmental Services, or other state agency that provides or support services for people with emotional, intellectual, or physical disabilities; or a person authorized by any such agency is required in order for the Board to permit a medical exemption. Such documentation need not name or describe the condition that qualifies the person for the exemption.

If a student or staff member expresses that they are unable to wear a face covering and need a reasonable accommodation, the administrator will engage the individual in the process of discussing alternatives and/or accommodations to wearing a mask or face coving that will allow for the individual's inclusion in the school building, bus or grounds while also protecting those who have compromised immunity.

Parents/guardians may not excuse their child from this face mask requirement by signing a waiver because such wearing is a mandated requirement that the Office of the Governor, the Connecticut State Department of Education, and/or the Connecticut State Department of Public Health have defined as necessary for school districts to comply with in order to open schools from the COVID-19 caused closure.

In addition to the wearing of face masks, the district will maximize social distancing between student's workstations and desks, achieving six feet when feasible. Space between the teacher and students is to be maximized to reduce the risk of increased droplets from teachers during instruction. A teacher is permitted to remove a face covering or mask during instruction. If the teacher removes the face covering or mask during instruction, spacing shall be increased beyond six feet. A teacher who remains seated during instruction requires the use of a physical barrier.

Transparent (clear) masks should be considered as an option for teachers and students in classes for deaf and hard of hearing students. Pre-K and special education teachers should consider wearing clear masks.

Face shields may be an option for those students with medical, behavioral, or other challenges, who are unable to wear face masks or coverings. The Board recognizes that face shields are not as effective for source control and should be used only when other methods are not available or appropriate. Therefore, the use of face shields for those with medical conditions is done with the understanding of their limitations and a heightened need for strict adherence to social distancing.

The Board shall provide to any student, staff member, or visitor a face mask if such individual does not have one. Training shall be provided as necessary regarding the proper use of face coverings. Information shall be provided to staff, students, and students' families regarding the proper use, removal, and washing of cloth face coverings.

Limited Exceptions to Use of Face Coverings

When other and appropriate mitigating practices are in place, such as social distancing, students will not be required to wear face masks or coverings while eating, drinking, during physical education classes, or when students are outside and effectively practicing social distancing and any other possible mitigants. Exceptions may also be necessary for certain special education students or other special populations.

Teachers and staff may be excused from wearing a face mask or covering while teaching, provided they are properly socially distancing or remaining static behind a physical barrier. Face shields may be useful in situations where it is important for students to see how a teacher pronounces words (e.g. English Learners, early childhood, foreign language, etc.), and social distancing is maintained. However, face shields alone are not a sufficient alternate to the wearing of face mask for source control.

Mask Breaks

Breaks from wearing masks shall be scheduled by the teacher throughout the school day provided that strict social distancing requirements are maintained, and limitations are enforced regarding student and staff mobility.

During time of eating, face masks or coverings may be removed. Masks are required in all dining areas while entering and leaving or getting food and drinks. They may be removed at appropriately socially distanced tables in order to eat but must be replaced after eating.

A recess period may be used as a break from wearing masks when no more than one class is outside at a time, and social distancing requirements are maintained to the greatest degree feasible.

Violations of this Policy

Violations of this policy, whether by students or staff, shall be handled in the same manner as other violations of applicable Board policy.

If a student refuses to wear a face mask or covering, and does not meet the exemptions allowed by this policy, such student shall be sent to the school's isolation room. School personnel will contact the parent/guardian to rectify the situation as well as to explain the available options, including the possible removal of the child from the school setting.

If a visitor refuses to wear a face covering for non-medical reasons entry to the school/district facility will be denied.

Community Outreach

The district shall engage in community education programs including signage, mass and targeted communication, and positive reinforcement that will actively promote mask use consistent with CDC, DDH, CSDE, and OSHA guidance. Community members will be reminded that mask use does not replace the need for social distancing, washing of hands, and other preventative practices recommended by all appropriate authorities.

Other Considerations

- The district shall maintain in each school a supply of disposable face coverings in the event that a staff member, student, or visitor does not have one for use.
- Special attention must be given to putting on and removing face coverings for purposes such as eating. After use, the front of the face covering is considered contaminated and should not be touched during removal or replacement. Hand hygiene should be performed immediately after removing and after replacing the face covering.
- When medically appropriate, nurses shall substitute use of metered dose inhalers and spacers for students with respiratory issues.
- Face shields with face masks may be used by staff who support students with special healthcare needs such as those who are unable to wear masks and who may need assistance with activities of daily living, such as toileting and eating.
- Mask use will not be required by employees when they are alone in private offices. However, they are required to mask when anyone enters a private office space and required to wear a mask if their office space is physically shared with others and does not allow for 6 feet of physical distancing or if the work area is frequented by others (such as a reception area).

Until further notice, the Board will require the wearing of masks as prescribed in this policy. The Board reserves the right to interpret the provisions of this policy and to modify any or all matters contained in this policy at any time, subject to applicable law.

Legal Reference: Connecticut General Statutes

10-154a Professional communications between teacher or nurse and student.

10-207 Duties of medical advisors.

10-221 Boards of education to prescribe rules.

19a-221 Quarantine of certain persons.

52-557b Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render.

The Family Educational Rights and Privacy Act of 1974, (FERPA), 20 U.S.C. 1232g, 45 C.F.R. 99.

Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together

Connecticut LEA School Reopening Template

CDC Considerations for Schools

CDC Symptoms of Coronavirus

CDC Quarantine & Isolation

CDC Use of Cloth Face Coverings to Help Slow the Spread of COVID-19

CDC Interim Guidance for Administrators of US K-12 Schools and Child Care Programs








CDC Schools Decision Tree for Schools Reopening

State of Connecticut CHRO Dear Colleague letter dated September 15, 2020

State of Connecticut Department of Education Addendum 11

Policy Adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Mask Types	Advantages	Disadvantages	Recommendation
N95 Respirators	Excellent filtration of droplets and most aerosols-sized particles	Difficult to wear for extended periods, need specific fit-testing and medical clearance, supply chain issues, cannot be easily cleaned	 Not recommended for school use <i>(except for nurses and aerosol-generating procedures)</i>
KN95 Facemasks	Very good capture of respiratory droplets, widely available for ordering	Wide variation in sizing and quality control, tend to run large and may not fit children well, may be difficult to wear for very long periods, cannot be easily cleaned	 Recommended for use in schools for older children
Surgical/ Procedure Style	Good to very good capture of respiratory droplets, widely available for ordering, relatively light weight	May not hold up to repeated use, cannot be easily cleaned, may have some quality control issues	 Recommended for use in schools, especially as a stockpile for schools to hand out when students do not have a face mask
Cloth Masks	Good to very good capture of respiratory droplets, widely available for purchase, can be constructed and personalized at home, fabric very breathable, can be easily cleaned	Generally require multiple layers of fabric, ear loops may irritate after extended use, may need to try multiple styles to find appropriate fit, fit may change with laundering	 Recommended for use in schools for all ages
Neck Gaiters	Very breathable and light weight, some moisture-wicking, very personalizable, widely available, many sizes and styles, eliminates ear loop irritation, stays on neck when not in use	May or may not provide adequate droplet control depending on fit and material used, may need to be layered to provide adequate source control	 May be adequate if layered (folded over nose and mouth multiple times) and sized appropriately so fabric is not stretched extensively, better for smaller children where bunching of fabric may be more protective
Bandanas	Widely available, inexpensive, allows mask to be tied instead of using ear loops, light weight and breathable	May or may not provide adequate droplet control depending on the weight of material used, may need to be layered to provide adequate source control	 May be adequate if layered and positioned tightly at the chin, material should be washed/ dried to tighten the fabric weave
Exhalation Valve Masks	Can be found in many styles of masks, may add some comfort, allows relief of air pressure upon exhalation	May allow some droplets to escape through the mask, may not close tightly when breathing in, cannot be easily cleaned	 Unknown whether or not exhalation valves in masks increase the risk of spread of COVID-19, better than no mask at all but masks with valves currently not recommended for school settings

Groton Board of Education Committees
2021 Meeting Schedule

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

For Information Only:

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

Groton Public Schools Diversity, Equity, and Inclusion Statement

Groton Public Schools embraces policies and practices that ensure that all people—especially those who have been historically marginalized based on race/ethnicity, disability, sexual orientation, gender, age, socioeconomic status, immigrant status, educational status, or religion—have equitable opportunities. We acknowledge that systems of racial and economic injustice exist in our nation and community; however, as educators, we too recognize that we have the power to dismantle the practices, policies, and systems that perpetuate inequalities. Thus, an integral component of Groton Public Schools’ mission is to cultivate an environment of diversity, equity, and inclusiveness. As a response, we strive to foster culturally responsive teaching and learning practices to ensure ALL groups feel valued, actively engaged, and empowered.

PREFERRED MAXIMUM CLASS SIZE GUIDELINES

<u>ACADEMIC</u>	<u>PREFERRED MAXIMUM CLASS SIZE</u>
Kindergarten – 1	20
Grades 2-3	23
Grades 4-12	25
Remedial Self-Contained 6-12	14
Remedial Individual/Small Group	40 (total teacher load)
 <u>SPECIAL AREAS</u>	
Technology Education (9-12)	20
Culinary Arts (9-12)	16
General Music (K-12)	25
Art (9-12)	20
Physical Education (9-12)	30
 <u>PUPIL – TEACHER RATIOS FOR SUPPORT PERSONNEL</u>	
Guidance Counselors	200:1
Library/Media Specialist	500:1
Special Education:	
Self-contained	12:1
Resource Room	20:1