

**GROTON BOARD OF EDUCATION
COMMITTEE OF THE WHOLE
JANUARY 11, 2021 @ 6:00 P.M.
REMOTE MEETING**

NOTE: This meeting is being held remotely due to the Coronavirus concern. Members of the public may view or listen to the meeting by following the below steps:

- 1) Using Google Chrome browser, go to www.grotonschools.org
- 2) Hover your mouse over “About Us” and click on Board of Education
- 3) The link to the meeting will be posted prominently on the Board of Education page

Mission Statement: Our mission is teaching and learning.

Board Goals: (1) Provide Dynamic Rigorous Curriculum, (2) Ensure Effective and Engaging Instruction, (3) Embrace Excellent Learning Environment

AGENDA

1. Call to Order
2. BoE Regular Business
 - a. Approval of the C.O.W. special meeting minutes of December 7, 2020 (Attachment #1)
3. Discussion re: One Card – One Community Initiative
4. Budget Workshop
 - Orientation
 - Function Code Review (Regular Education)
5. Suggested Future Topics
6. Adjournment

GROTON BOARD OF EDUCATION
 COMMITTEE OF THE WHOLE SPECIAL MEETING
 DECEMBER 7, 2020 @ 6:00 P.M.
 REMOTE MEETING

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

ALSO PRESENT: Mike Graner, Susan Austin, Denise Doolittle, Sam Kilpatrick, Ken Knight, Laurie LePine

I. CALL TO ORDER – Chairperson Kim Watson called the meeting to order at 6:01 p.m.

II. BOE REGULAR BUSINESS

MOTION: White, Robertson: To approve the COW meeting minutes of November 16, 2020.
 PASSED -UNANIMOUSLY

III. REVIEW OF SCHOOL ACTION PLANS ON THE HYBRID/REMOTE LEARNING FEEDBACK
 (Attachments #1, 2, 3)

➤ Elementary

- CC - Parents have express that teachers are supportive and doing a wonderful job
- Communication is great
- Collaboration with colleagues
- SBB - Parent/student independence
- Noted that parents realize they need to take an active role
- Tutorials have been helpful
- The need to review expectations while at home
- CB - Communication
- Google Classroom is valuable for the upper students
- Teachers are working very hard
- CK - Students are missing the social aspect
- Teachers are providing time through Zoom to be more social with students
- NEA - Whole class Zoom/small class Zoom
- The SEL piece is being met
- Socialization has been a big piece
- MM - Student engagement and attendance is a challenge
- Balancing of child care is a challenge
- Students participate but are not engaged in school
- Mrs. Miner highlighted the strategies for her school

All Principals noted the positive efforts and some of the challenges of their teachers and parents.

➤ Middle

- GMS - Continue regular communication by teachers with families via phone, email and the Remind app
- Continue home visits

III. REVIEW OF SCHOOL ACTION PLANS ON THE HYBRID/REMOTE LEARNING FEEDBACK
– cont.

- Continue to support families with technology needs
- New Chromebook distribution to students
- Weekly posting of class schedules by all teachers on Google classroom for students
- Weekly posting of class schedules by each team on the GMS website for parents
- Technology and attendance has been a huge challenge
- Google form for students with tech concerns
- Engagement SRBI Team established
- Specific Tiered supports
- Weekly meetings
- Working with staff to develop a GMS Falcons RISE Student to Student Tutoring/Homework Club
- Afterschool Learning Center (Tiered Support)
- Technology assistance team (five instructional technology support facilitators) for teachers to offer instructional technology support
- Changed previously planned PD for November 3 in response to teacher technology and planning needs
- New Laptops for teachers have begun to be distributed as well as document cameras
- FHS
 - Offering students a pathway to success in classes they struggled with during quarter 1
 - Continue home visits
 - Technology assistance team for teachers to offer instructional technology support and Schoology assistance
 - Google form for students with tech concerns
 - Attendance flowchart and presentation for teachers to take attendance with the updated codes for hybrid learning
 - Creation of new identifying icons to help teachers identify students in PowerSchool (which cohort/plan)
 - Training 6-12 administrative assistants in PowerSchool
 - (ABC referrals process – electronic submission) to quickly identify students who are struggling and create an individual plan of acct for each student
 - Continuing to survey students by teachers and faculty to get feedback
 - Training 6-12 mental health staff in doing training in the QBI model for behavioral interventions
 - Falcons RISE Student to Student Tutoring
 - Falcons RISE student connection to middle school
 - During Distance Learning Environment, utilize subs to support struggling students during their off blocks (Seniors) and underclassmen from 1:00 to 3:00 p.m. or 7:00 to 9:00 p.m.
 - Utilizing Math and English Tutors for virtual support.

IV. UPDATE RE: DISTANCE LEARNING FOLLOWING THE WINTER BREAK

Dr. Graner stated that he would be speaking with Principals on Tuesday to get a better read on the need for substitutes so that he can make an appropriate decision of whether to have the district go on full remote after December 14th until the Christmas break

V. PRESENTATION RE: DISTRICT PURCHASE CARD

Mr. Knight explained what a purchase card was and the number of controls included. Mr. Knight said the card is available from J. P. Morgan.

This item was forward to the December 14, 2020 Board agenda for approval.

VI. REVIEW OF GOAL STATEMENT REVISION (Attachment #4)

The Board reviewed the revision to the Board's Goal Statement.

This item was forward to the December 14, 2020 Board agenda for approval.

VII. PREVIEW OF THE FY 22 BUDGET (Attachment #5)

Dr. Graner and Mr. Knight gave an overview of the proposed FY 22 budget. Mr. Knight noted that the Health Reserve is higher due to the Pandemic and that once the Pandemic is over claims will come in higher.

VIII. REVIEW OF THE REFERRAL LIST

The Board reviewed the Referral List.

IX. SUGGESTED FUTURE TOPICS

NONE

X. ADJOURNMENT

MOTION: Ackerman, White: To adjourn at 8:01 p.m.
MOTION PASSED UNANIMOUSLY

CLAUDE CHESTER SCHOOL ACTION STEPS

Hybrid/Distance Learning

Please note that the Action Steps below were created after viewing the information from the Parent and Educator surveys and from feedback during Parent-Teacher Conferences as well as feedback from CC Teachers

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

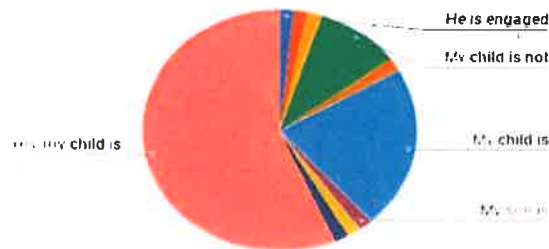


Positives Overall <ul style="list-style-type: none"> Parents have expressed that teachers are supportive and doing a wonderful job Live and prerecorded lessons that provide helpful step by step instructions Communication is great Collaboration with colleagues Small class sizes 	Action Steps <ul style="list-style-type: none"> Continue to make connections with families and focus upon supporting each other as a CC team. Continue to provide parents with technology support to review the various platforms and programs. Continue to hold live class meetings and lessons (one on one, whole class, small group) and create prerecorded lessons that provide explicit instruction. Continue to use various methods to communicate with families such as: Remind App, conduct zoom meetings, post information to the website and virtual classrooms, phone calls, emails to parents and students in grades 3, 4, 5, and through Family Resource Center Outreach Coordinator. Continue to share ideas and best practices with grade level team and optimize one on one time with students in person.
Challenges Overall <ul style="list-style-type: none"> Need more live instructional support for students Keeping up with assigned work during the school day due to parent work schedule Navigating technology Minimal student completion even with the extension due dates and reminders The amount of time it takes to plan, create lessons, check assignments 	Action Steps <ul style="list-style-type: none"> Schedule live intervention groups for both hybrid and distance learners meeting one on one with teacher, interventionist, specialist, and/or tutor Set required/focus assignments for students to complete with an extension of being due the next morning Post tutorials to virtual classrooms and meet with parents to go step by step through technology issues. Also, increase technology skills for students to be independent. Constant outreach to families from teacher, social worker, administration, Family Resource Center and monitoring what assignments are given Divide the content areas with grade level team and literacy and math teams.

S.B. Butler Elementary School Action Plan

*This action plan was created in response to the surveys conducted for both Parents and Educators regarding our current learning model.

COUNTA of Is your child engaged on the days



Positives:

- Consistent Zoom Attendance
- Combination of live and prerecorded lessons provide direct instruction
- Connections with teachers to ensure comprehension in small groups are effective
- Zoom lessons are going well
- Collaboration with colleagues

Challenges:

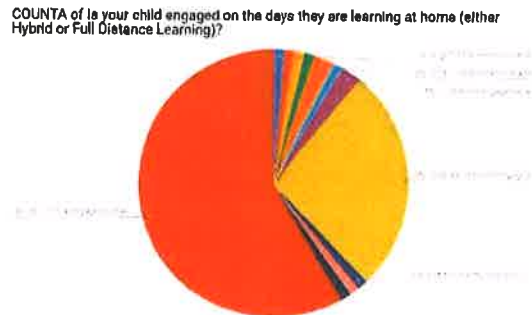
- Getting direct/effective feedback to all students
- Maintaining student engagement- for distance learning
- Helping students and families to develop student independence while distance learning-utilizing platforms
- Supporting family's needs
- Monitoring student work throughout distance learning-parent schedules

Action Plan

- Continue to make connections with families to support student learning at home through calls, emails, remind, zoom meetings.
- Continue to provide consistent scheduling and communication to families.
- Look to divide the content areas with grade level team and literacy/math specialists.
- Continue to support families through distance learning with tutorials, pre-recorded instructions, and helpful tips to promote student independence and good work habits.
- All staff will continue to reach out to students that are not engaging to ensure that they are supported and understand expectations, technology, and the importance of work completion. (Follow Up Zooms, phone calls, outreach to families, community resources)
- Special Area Teachers will continue to offer their "variety hours" on Wednesdays. This provides an engaging opportunity that draws large numbers of students.

**Dr. Charles Barnum Elementary
Parent/Educator Survey - Action Plan**

This action plan was created as a response to the Parent and Educator Survey that was conducted regarding our current learning model.



Positives: <ul style="list-style-type: none"> • Many students enjoy zoom to connect with class • Seesaw is engaging for students • Teachers are very working hard • Team collaboration has lessened the workload • Small groups in classroom 	Challenges: <ul style="list-style-type: none"> • Motivation at home is challenging • Work posted throughout day instead of in morning • Hard when not able to collaborate with peers regularly • Attendance/work completion • Difficulty providing feedback to virtual students in a timely fashion.
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Action Plan:

- Continued use of Virtual field trips and synchronous lessons.
- Continued recording of lessons for review (if the lesson was missed)
- Continued communication through Remind, email and calls.
 - Calls home from teacher, administration, school psychologist
 - Use of Military School Liaison for additional support
- Wednesday check-ins
- Online videos to help navigate LMS
- Continued collaboration with grade level teams which has improved team unity
- Monitoring and adjusting scheduling to meet the needs of the hybrid model
 - Specials - for safe arrival, dismissal and food distribution
 - Zoom Meetings to prevent fatigue.
- Creating and maintaining a regular schedule for team meetings, interventionists, SPED etc.

Catherine Kolnaski Action Plan

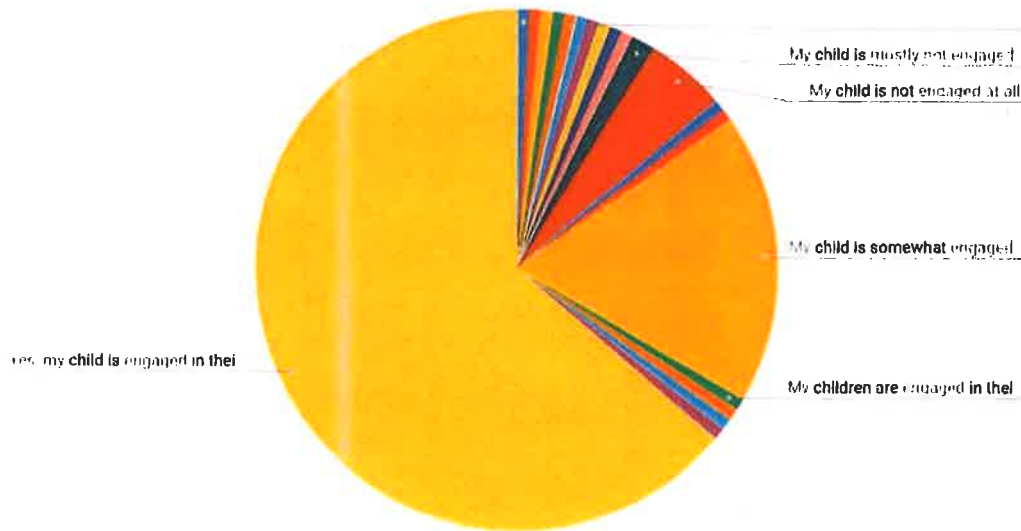
Based on GPS Parent & Staff Surveys – Hybrid/Distance Learning
84 parents responding

<p>Positives:</p> <ul style="list-style-type: none"> • Parents appreciate the hard work of the teachers. • 82% of parent responders report students are somewhat to fully engaged and completing work <ul style="list-style-type: none"> ○ 58.3% are engaged and completing assignments ○ 23.8% somewhat engaged and completing some assignments • 61.9% report using Wednesday for extra help and communication. • Parent responders report have a consistent schedule for distance learning days works best for students • Teachers report the majority of their students are completing assignments and engaging in classwork. 	<p>Action Steps:</p> <ul style="list-style-type: none"> • Continue communications with families. Know that you are appreciated each day. Continue to monitor your own physical and mental well-being. • Continue providing mix of synchronous and asynchronous learning activities to engage students. • Continue monitoring engagement through attendance • Continue to offer additional supports on Wednesdays. Clearly communicate the availability of support to families so they can take advantage of resources. • Maintain consistency in scheduling synchronous and asynchronous instruction, including specials, interventions, band, and additional Zooms so predictable routines are established. • Continue working to engage students in all instruction. Continue to utilize all resources available to reach students who are minimally engaged or disengaged to determine needs and set strategies to improvement engagement.
<p>Challenges:</p> <ul style="list-style-type: none"> • The requirement to complete work by 3:30PM being unreasonable is a frequent comment by parents. • Keeping track of assignments and Zoom lessons is very overwhelming—particularly for families with more than one student. • 65.4% of responders report their child always needs assistance or needs help a lot to complete assignments. • Some parents would prefer their students were in school 4 days/week. • Students miss the social aspect of school and engaging with friends. • The amount of time needed to complete attendance by checking assignments. 	<p>Action Steps:</p> <ul style="list-style-type: none"> • Use multiple methods to inform parents that work must be completed by the end of the day it is assigned. While 3:30 is the preferred time, this window can extend to evening. Tools to get message out more clearly: Remind App, notes in LMS, posting on website • Each class will provide parents with a one page schedule of Zooms and assignments for the day. This list will be posted on the LMS. • Identify additional ways to support students while working at home—utilizing paraprofessionals, aides, interventionists to provide additional supports and check-ins. • Continuously review high-needs students for 4 days/week while maintaining classrooms with 6 ft distance between students. • Teachers will offer social Zoom times in addition to academics. Social Zooms also offered cross grade level so students can interact beyond their classroom. • Reduce time needed for planning and recording lessons through collaborative planning by grade levels. Continue to look for ways to make checking assignments easier and less time consuming.

Northeast Academy Action Plan

*Data from the Parent and Educator surveys were shared and reviewed with the NEA Whole-School Data Team.

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



Positives:

- Student engagement (chart above)
- Now in a routine, children need little to no help with Seesaw, GC and Zoom
- Parents applaud teachers' efforts!
- Small groups in the classroom allows for more individual attention
- Team collaboration is strong

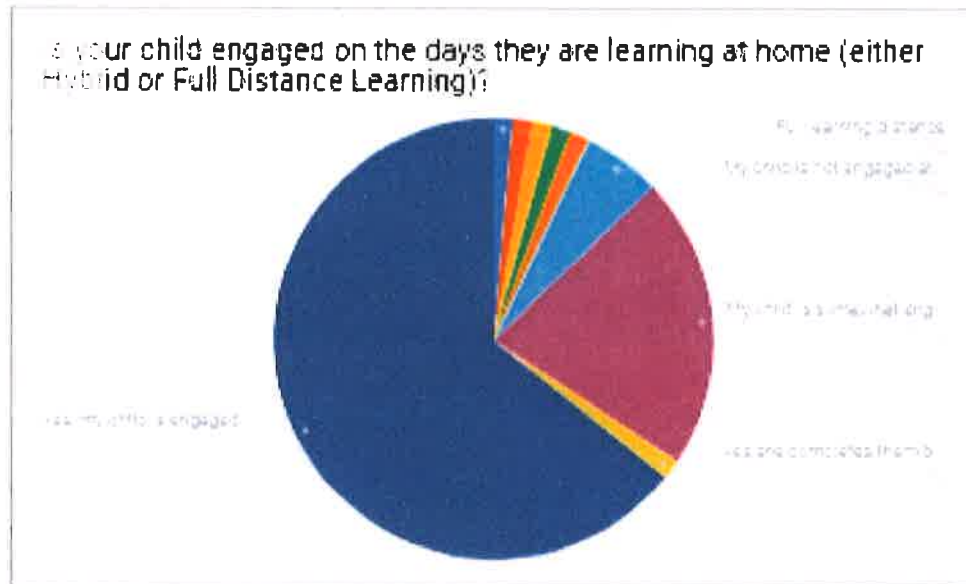
Challenges:

- Lack of independence is a challenge at home, especially for primary grades
- Not all favor Zoom
- TIME - prepping for three groups/attendance/feedback/grading
- Some parents want more work and others want less – finding a balance
- Sustainability

Action Plan

- Continue to utilize synchronous and asynchronous learning across grade levels.
- Continue to promote school culture and community with virtual field trips, prerecorded videos from the main office and the Compass Roundup.
- Constant communication – engaging all families as much as possible.
- Maintaining consistency with established schedules, particularly when everyone is full distance learning.
- Continue to departmentalize and lean on colleagues to share the workload.

Mary Morrisson School Action Plan



POSITIVES	CHALLENGES
Kids are happy to be in school Cohorts are developing a community feeling Students enjoy seeing peers and teachers in Zoom calls	Student Engagement & Attendance – raising student participation to student engagement. Missing peer interactions
Parent appreciate consistent schedules, available recordings of live Zooms, and checklists.	Parent Engagement - Concerns of lack of progress and independence. Workload expectations & inconsistencies
Zoom attendance is better Attendance concerns - what counts as 'present'	Helping parents understand the concept the workshop model (students might not finish a project each day) Dreambox - concerns that it's not conducive to learning
Teacher collaboration across grade levels and with special ed, reading and math specialists	Wide range of needs - some want more live lessons, others want less Parents want alternate options to being on the computer
Parents expressed appreciation for all the work that teachers are doing.	Concerns about student socialization

School-wide Action Plan Strategies:

I. Social and emotional learning for student engagement.

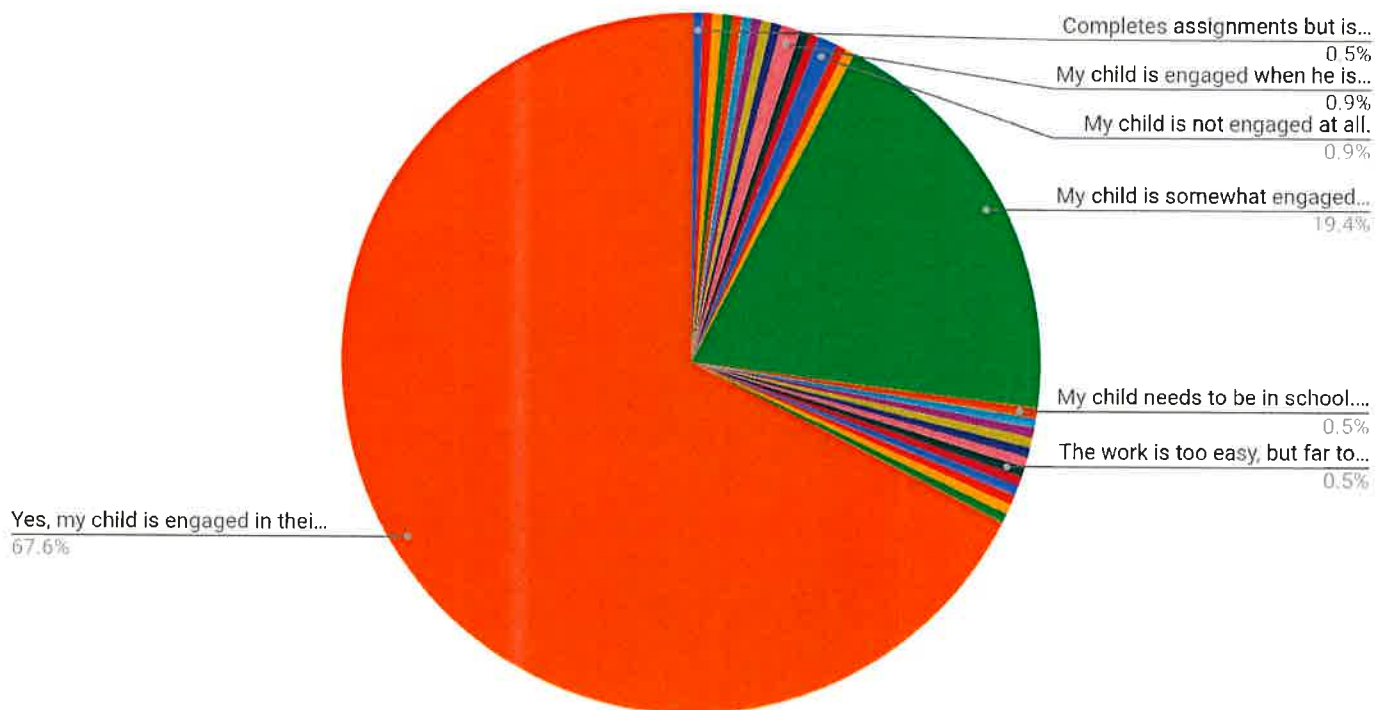
- Predictable daily lesson structure
- Predictable zoom lesson structure allowing students to feel organized instead of frustrated with executive functioning during the lesson.
- Weekly class meetings focusing on social emotional learning - Weekly check in slides where students can write and share how they are feeling.
- Encouraging physical strategies for coping with emotional challenges that come with distance learning by using yoga and go-noodle videos and various read alouds that make a connection from the physical to the emotional.
- Allow time at the end of zoom lessons or finding an appropriate stopping point, in order for kids to share and enjoy each other.

- Encouraging students to participate in live zooms facilitating student interaction building on the Lester Laminack understanding of community.
 - Using the mood meter for building social emotional vocabulary.
 - Using read aloud to encourage learning of community and kindness.
 - Ensuring all students feel part of our classroom learning community by emphasizing the importance of class meetings.
 - TC Writing publishing celebrations give opportunities for students to share and give feedback in small group break out rooms.
 - Voice comments and text comments on seesaw.
 - Digital interactive/discussion starter bookmarks
 - Practice the 3 C's during every lesson – a compliment, a comment, and a connection
 - Virtual school store
 - MM student led daily news broadcasts – incorporating the use of “green screen”
- II. Increase positive peer interactions to support the overall success of both in-person and remote learners.**
- Filling Buckets Book with virtual buckets- Students can write positive/encouraging notes to students both in the classroom and digitally.
 - Special area teachers collaborate during weekly lunch bunch meetings with each grade level – Just for fun – Meetings are scheduled during lunch time as an informal connection with the art, music, library, and PE teachers using the model shared by the CC special area teachers.
 - Through academic tasks, model feedback/questions/compliments to students in the group. Call upon students to offer feedback, ask questions, and opportunities to give compliments to one another. Sharing whenever it is possible.
 - Small group break out rooms for shared writing as a way to build relationship skills
 - Strengthening relationships through read-alouds.
 - Providing opportunities through Zoom meetings and on Seesaw to share work, give compliments/feedback,
 - Use Blog feature on Seesaw.
 - Kids love to show and tell at any grade
 - Planned activities to allow for in-person students to interact with kids at home daily
 - Leveraging the interactive voice possibilities on Nearpod and Flipgrid
 - Weekly spirit days – shared on zoom
 - Zoom activities - Fun Fridays, scavenger hunts,
- III. Engaging families with enhanced electronic communications.**
- Hands-on materials and toolkit pick-up scheduled at school
 - Newsletter with upcoming assignments and helpful tips. Increase positive parent messages and feedback.
 - Continuing to check in on families through Remind, ClassDojo, and email.
 - Offering parents instructional or IT support through zooms when requested or needed.
 - Classroom newsletter - Weekly newsletters will be sent to parents via communication folders and seesaw/ preferred method of contact. Newsletters will include summaries of the units of study, and other content areas. Student of The Month will be highlighted. Upcoming events will also be included.
 - Student of the Month
 - Communicating with families through Seesaw announcements, REMIND app, e-mail, Zoom, and tutorial videos.
 - Parent meetings following the morning meeting
 - Add Parent Reading Tips and Math Corner webpages to the MM website.

Groton Middle School Action Plan

This action plan was created in response to the surveys conducted for both Parents and Educators in the Fall of 2020.

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



Positives:

- Most students are engaged
- Parents report this model is better than last year's remote learning
- Increased Instructional Technology Capacity of Teachers

Challenges:

- Consistent Communication
- Predictability of both synchronous and asynchronous learning for parents and students
- Making attendance taking more efficient for teachers
- Supporting technology needs for teachers and students
- Planning time / space for teachers
- New Building

Action Steps

Student & Family Engagement

- Continue regular communication by teachers with families via phone, email and the Remind app.
- Continue home visits
- Continue to support families with technology needs
- New Chromebook Distribution to Students
- Weekly posting of class schedules by all teachers on Google Classroom for students
- Weekly posting of class schedules by each team on the GMS website for parents

Technology and Attendance

- Google form for students with tech concerns
- Creation of new identifying icons to help teachers identify students in PowerSchool (which cohort/plan)
- Training 6-12 administrative assistants in Powerschool

SRBI Process

- Engagement SRBI Team Established
- Specific Tiered Supports
- Weekly Meetings

Student Supports

- GMS Falcons RISE Student to Student Tutoring / Homework Club
- Afterschool Learning Center (Tiered Support)

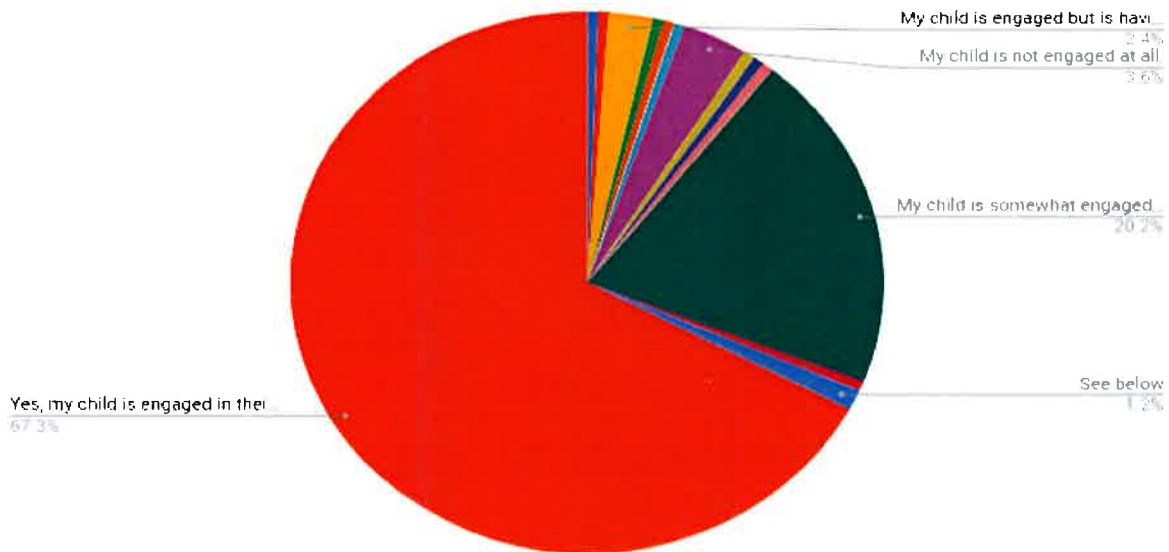
Teacher Supports

- Technology assistance team (five instructional technology support facilitators) for teachers to offer instructional technology support
- Cafeteria Identified as a teacher work space in response to crowded work rooms
- Changed previously planned PD for November 3 in response to teacher technology and planning needs
- New Laptops have begun to be distributed

Fitch High School Action Plan

*This action plan was created in response to the surveys conducted for both Parents and Educators regarding our current learning model.

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



Positives:

- Most students are engaged.
- More direct instruction through live and pre-recorded lessons
- Developing way to reach out to students who are not participating
- Teachers are collaborating to develop new ways to connect with students
- Technology assistance is more available to teachers and students
- New Distance schedule is working to get more students engaged

Challenges:

- Getting all students engaged daily
- Making attendance more efficient for teachers
- Supporting technology needs for teachers and students
- Giving consistent feedback to teachers
- Developing pathways for students to re-engage in a class they are struggling with during Q1

Action Plan

FHS Course Grading Agreement

- Offering students a pathway to success in classes they struggled with during Q1. Requiring use of office hours, class attendance – students can increase their Q1 grade to give them a chance to pass for the year.

Student & Family Engagement

- Continue expectation for teachers to communicate regularly with families via phone, email and document within powerschool
- Continue home visits
- Continue to support families with technology needs as they arise
- Create a Home Visit Team composed of Admin, volunteer teachers and counselors in order to accommodate increased home visits

Technology and Attendance

- Technology assistance team for teachers to offer instructional technology support and Schoology assistance.
- Google form for students with tech concerns
- Attendance flowchart and presentation for teachers to take attendance with the updated codes for hybrid learning
- Creation of new identifying icons to help teachers identify students in PowerSchool (which cohort/plan)
- Training 6-12 administrative assistants in Powerschool

SRBI Process

- (ABC referrals - electronic submission) to quickly identify students who are struggling and create an individual plan of action for each student.
- Continuing to survey students by teachers and faculty to get feedback.
- Training 6-12 mental health staff in the QBI model for behavioral interventions

Student Supports

- Falcons RISE Student to Student Tutoring
- Falcons Rise student connection to MS
- During Distance Learning Environment, utilize subs to support struggling students during their off blocks (Seniors) and underclassman from 1:00 to 3:00pm or 7:00 to 9:00am.
- Utilizing Math and English Tutors for virtual support
- Developed a Falcons RISE Mentoring program
- Invited HS, MS and Elementary School to mentor struggling students

BOE Mission Statement
Our Mission is Teaching and Learning

BOE Goals
In a Richness of Cultures
and
With a Respect for All

Provide Dynamic Rigorous Curriculum
Ensure Effective and Engaging Instruction
Embrace Excellent Learning Environment

DEI Equity and Inclusion Statement
2020

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.

Groton Public Schools

Date prep:		FY22 Proposed Budget vs. FY21 Budget/Estimate and FY20 Actual					
12/7/2020							
Account	Object #s	FY20 Actual 2019-2020	FY21 Budget 2020-2021	FY21 Estimated 2020-2021	FY22 Budget 2021-2022	Increase/ (Decrease)	%
Salaries & Wages							
1 Administrators	105-108	4,440,494	4,642,710	4,619,271	4,608,372	(34,338)	(0.7%)
2 Teachers	101-104,109,123-127	34,625,859	34,415,719	34,203,163	35,481,352	1,065,633	3.1%
3 Non-Certified Aides	110,111,119,128,130,131	3,699,815	3,578,209	3,570,303	3,618,042	39,833	1.1%
4 Substitute Teachers	120,121	1,009,551	979,580	783,900	997,248	17,668	1.8%
5 Clerical	112-114,132-134,144	1,936,116	1,876,870	1,876,870	1,865,221	(11,649)	(0.6%)
6 Custodial/Maintenance/Techs	117,118,129,137,138,147,148	3,337,457	3,563,841	3,563,841	3,549,101	(14,740)	(0.4%)
7 Campus Security/Supervision	128	160,603	146,610	146,610	149,542	2,932	2.0%
8 Total Salaries & Wages	100s	49,209,895	49,203,539	48,763,958	50,268,878	1,065,339	2.2%
Employee Benefits							
9 Health Insurance	201,202	8,127,938	7,965,817	7,965,817	8,608,244	642,427	8.1%
10 Workers Comp & Town Pension	211,213	934,552	927,138	927,138	952,639	25,501	2.8%
11 Social Security & Medicare	212,214	1,429,982	1,433,611	1,412,620	1,456,500	22,889	1.6%
12 Other Benefits	222-227	310,364	129,157	191,438	152,500	23,343	18.1%
13 Total Employee Benefits	200s	10,802,836	10,455,723	10,497,013	11,169,883	714,160	6.8%
Purchased Services							
14 Instructional Services	321-324	145,930	153,921	154,316	190,098	36,177	23.5%
15 Professional Services	331	173,396	261,078	315,950	265,815	4,737	1.8%
16 Other Professional Services	332	782,632	600,634	600,573	613,900	13,266	2.2%
17 OT & PT Services	333	651,904	665,591	664,450	665,591	0	0.0%
18 Legal Services	334	81,519	70,000	60,050	70,700	700	1.0%
19 Athletic Officials & Other Athletic Services	341,342	47,430	77,676	59,997	75,350	(2,326)	(3.0%)
20 Computer Network Services	343	88,520	139,235	110,577	137,843	(1,392)	(1.0%)
21 Total Purchased Services	300s	1,971,331	1,968,135	1,965,913	2,019,297	51,162	2.6%
Property Services							
22 Water & Sewer	410,411	85,130	99,801	99,801	99,801	0	0.0%
23 Trash & Snow Removal	421,422	109,825	156,600	156,600	136,600	(20,000)	(12.8%)
24 Repair/Maintenance Services	430-435,490,491,499	473,611	486,970	486,302	486,483	(487)	(0.1%)
25 Rental	441	91,357	124,442	115,665	130,413	5,971	4.8%
26 Total Property Services	400s	759,923	867,813	858,368	853,297	(14,516)	(1.7%)
Transportation, Insurance, Communications, Tuition							
27 Transportation: Schools	510-513	4,363,337	4,855,917	4,903,253	5,211,674	355,757	7.3%
28 Transportation: Student Activities	587-596	94,181	176,589	152,353	194,458	17,869	10.1%
29 Transportation: Staff	580-584	74,213	134,441	105,581	128,320	(6,121)	(4.6%)
30 Insurance	522,525	289,770	302,400	309,985	315,036	12,636	4.2%
31 Communications	530-552	127,472	124,735	123,522	120,494	(4,241)	(3.4%)
32 Tuition: Special Education	561-563,568	4,127,587	4,481,290	4,468,779	4,481,290	0	0.0%
33 Tuition: Other	564-567	1,505,566	1,484,839	1,345,569	1,358,891	(125,948)	(8.5%)
34 Total Transp. Ins. Comm. Tuition	500s	10,582,126	11,560,211	11,409,042	11,810,163	249,952	2.2%
Supplies							
35 Instructional Supplies	601-609,613-619,622,623,628	504,444	468,326	601,896	476,485	8,159	1.7%
36 Computer Supplies	610-612	626,345	642,796	585,494	745,130	102,334	15.9%
37 Electricity & Heating	631-633	1,351,852	1,344,801	1,344,801	1,494,070	149,269	11.1%
38 Transportation Supplies	634,656	297,227	247,010	247,010	252,236	5,226	2.1%
39 Textbooks & Library Books	640-642,645,647	75,611	121,597	130,372	102,675	(18,922)	(15.6%)
40 Facility/Maintenance Supplies	650,652-655,657,659	526,655	320,220	358,712	336,310	16,090	5.0%
41 Other Supplies (staff dev., etc.)	621,624-627, 690	71,447	72,762	73,557	81,112	8,350	11.5%
42 Total Supplies	600s	3,453,582	3,217,512	3,341,841	3,488,018	270,506	8.4%
Equipment							
43 Instructional Equipment	730,735	416,562	64,504	99,198	57,912	(6,592)	(10.2%)
44 Non-Instructional Equipment	731,736	77,049	26,312	61,571	70,250	43,938	167.0%
45 Total Equipment	700s	493,610	90,816	160,769	128,162	37,346	41.1%
46 Total Dues & Fees	800s	68,558	74,341	85,871	92,281	17,940	24.1%
47 Grand Total		77,341,861	77,438,090	77,082,774	79,829,979	2,391,889	3.09%

Groton Public Schools

Date prep:		FY22 Proposed Budget vs. FY21 Budget/Estimate and FY20 Actual					
12/7/2020							
Account	Object #s	FY20 Actual 2019-2020	FY21 Budget 2020-2021	FY21 Estimated 2020-2021	FY22 Budget 2021-2022	Increase/ (Decrease)	%
Salaries & Wages							
Administrators							
48 Administration	105	1,047,373	1,053,227	1,066,905	1,143,399	90,172	8.6%
49 Principals	106	1,461,567	1,256,347	1,256,347	1,127,065	(129,282)	(10.3%)
50 Asst. Principals/Sp. Ed Supv	107	1,806,961	1,956,027	1,977,886	1,980,774	24,747	1.3%
51 Dean/ Curriculum Coordinators	108	124,593	377,109	318,133	357,134	(19,975)	(5.3%)
52		4,440,494	4,642,710	4,619,271	4,608,372	(34,338)	(0.7%)
Teachers							
53 Classroom Teachers	101	24,635,320	24,172,827	23,983,308	24,912,160	739,333	3.1%
54 Sp. Ed Certified	102	7,386,142	7,462,674	7,500,582	7,737,263	274,589	3.7%
55 Media Specialists	103	698,335	730,616	730,616	746,722	16,106	2.2%
56 Guidance	104	981,781	1,088,601	1,088,601	1,128,246	39,645	3.6%
57 Athletic Director	109	12,142	11,769	11,769	11,769	-	0.0%
58 Summer School	123	3,155	8,206	8,206	8,206	-	0.0%
59 Adult Ed	124	43,737	39,905	39,905	40,903	998	2.5%
60 Tutors	125	552,290	478,270	424,145	468,988	(9,282)	(1.9%)
61 Coach Stipends	126	231,725	344,247	337,426	347,709	3,462	1.0%
62 Other Student Activities	127	81,232	78,604	78,604	79,386	782	1.0%
63		34,625,859	34,415,719	34,203,163	35,481,352	1,065,633	3.1%
Non-Cert Aides							
64 Reg. Ed Teacher Aides	110 & 130	378,006	393,049	393,049	412,952	19,903	5.1%
65 Sp. Ed Aides - Para I	111	984,675	758,192	908,513	695,364	(62,828)	(8.3%)
66 Sp. Ed Aides - Para II	131	1,783,099	2,012,619	1,827,187	2,087,402	74,783	3.7%
67 School Bus Aides	136	484,934	402,029	402,029	410,004	7,975	2.0%
68 Other Aides	119 & 139	69,101	12,320	39,525	12,320	-	0.0%
69		3,699,815	3,578,209	3,570,303	3,618,042	39,833	1.1%
Substitutes							
70 Substitute Sp. Ed Certified	121	44,112	82,989	82,989	84,485	1,496	1.8%
71 Substitute Reg. Ed Certified	120	965,440	896,591	700,911	912,763	16,172	1.8%
72		1,009,551	979,580	783,900	997,248	17,668	1.8%
Clerical							
73 Clerical	112'113'114'132'133'134'143'144	1,936,116	1,876,870	1,876,870	1,865,221	(11,649)	(0.6%)
Custodial/Maintenance/Techs							
74 Custodial	117 & 137	1,824,876	1,938,622	1,938,622	1,887,198	(51,424)	(2.7%)
75 Maintenance	118 & 138	756,818	813,603	813,603	835,584	21,981	2.7%
76 Technicians	129 & 149	707,214	705,116	705,116	718,719	13,603	1.9%
77 Custodial Overtime	147	38,552	87,200	87,200	88,100	900	1.0%
78 Maintenance Overtime	148	9,997	19,300	19,300	19,500	200	1.0%
79		3,337,457	3,563,841	3,563,841	3,549,101	(14,740)	(0.4%)
Security							
80 Security/Supervision	128	160,603	146,610	146,610	149,542	2,932	2.0%
81 Total Salaries & Wages		49,209,895	49,203,539	48,763,958	50,268,878	1,065,339	2.2%
Employee Benefits							
Health Insurance							
82 Group Insurance - Prof	201	6,792,833	6,096,027	6,096,027	6,604,641	508,614	8.3%
83 Group Insurance - Other	202	1,335,105	1,869,790	1,869,790	2,003,603	133,813	7.2%
84		8,127,938	7,965,817	7,965,817	8,608,244	642,427	8.1%
Workers Comp & Town Pension							
85 Worker's Compensation	211	530,852	515,238	515,238	532,501	17,263	3.4%
86 Town Pension	213	403,700	411,900	411,900	420,138	8,238	2.0%
87		934,552	927,138	927,138	952,639	25,501	2.8%
Social Security & Medicare							
88 Social Security	212	736,849	720,155	705,348	727,601	7,446	1.0%
89 Medicare	214	693,133	713,456	707,272	728,899	15,443	2.2%
90		1,429,982	1,433,611	1,412,620	1,456,500	22,889	1.6%
Other Employee Benefits							
91 Retirement Awards	222	204,754	1,657	51,423	0	(1,657)	(100.0%)
92 Unemployment	223	17,879	50,000	62,515	50,000	-	0.0%
93 Tuition Reimb Certified	224	86,032	76,000	76,000	101,000	25,000	32.9%
94 Mentor Stipend	227	1,699	1,500	1,500	1,500	-	0.0%
95		310,364	129,157	191,438	152,500	23,343	18.1%
96 Total Employee Benefits		10,802,836	10,455,723	10,497,013	11,169,883	714,160	6.8%

Groton Public Schools

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12/7/2020							
Account	Object #s	FY20 Actual 2019-2020	FY21 Budget 2020-2021	FY21 Estimated 2020-2021	FY22 Budget 2021-2022	Increase/ (Decrease)	%
Purchased Services							
Instructional Services							
97 Instructional Services	321 & 323	72,743	112,421	112,421	117,598	5,177	4.6%
98 Instructional Improvement Serv	322 & 324	73,186	41,500	41,895	72,500	31,000	74.7%
99		145,930	153,921	154,316	190,098	36,177	23.5%
Professional Services							
100 Professional Services	331	173,396	261,078	315,950	265,815	4,737	1.8%
101 Other Professional Services	332	782,632	600,634	600,573	613,900	13,266	2.2%
102 OT & PT Services	333	651,904	665,591	664,450	665,591	-	0.0%
103 Legal Services	334	81,519	70,000	60,050	70,700	700	1.0%
104		1,689,452	1,597,303	1,641,023	1,616,006	18,703	1.2%
Athletic Officials & Other Athletic Services							
105 Athletic Officials	341	37,116	64,776	55,897	61,850	(2,926)	(4.5%)
106 Other Athletic Services	342	10,313	12,900	4,100	13,500	600	4.7%
107		47,430	77,676	59,997	75,350	(2,326)	(3.0%)
Computer Network Services							
108 Computer Network Services	343	88,520	139,235	110,577	137,843	(1,392)	(1.0%)
109 Total Purchased Services		1,971,331	1,968,135	1,965,913	2,019,297	51,162	2.6%
Property Services							
Water/Sewer							
110 Water	410	52,401	65,527	65,527	65,527	-	0.0%
111 Sewer	411	32,728	34,274	34,274	34,274	-	0.0%
112		85,130	99,801	99,801	99,801	0	0.0%
Trash & Snow Removal							
113 Trash Removal	421	97,290	86,600	86,600	86,600	-	0.0%
114 Snow Removal	422	12,534	70,000	70,000	50,000	(20,000)	(28.6%)
115		109,825	156,600	156,600	136,600	(20,000)	(12.8%)
Repair/Maintenance							
116 Equipment Repairs	430	103,134	115,719	115,023	124,091	8,372	7.2%
117 Grounds Repairs	431	182,415	170,017	170,017	184,989	14,972	8.8%
118 General Building Repairs	432	28,045	50,912	50,912	30,066	(20,846)	(40.9%)
119 Painting	433	8,196	10,000	10,000	5,045	(4,955)	(49.6%)
120 Heat & Plumbing Repairs	434	55,922	46,063	46,063	50,947	4,884	10.6%
121 Electrical Repairs	435	7,011	11,947	11,947	9,479	(2,468)	(20.7%)
122 Extermination Services	490	11,362	12,268	12,296	11,363	(905)	(7.4%)
123 Building Fire Protection	491	53,583	45,898	45,898	46,357	459	1.0%
124 Other Property Services	499	23,943	24,146	24,146	24,146	-	0.0%
125		473,611	486,970	486,302	486,483	(487)	(0.1%)
Rental							
126 Rental	441	91,357	124,442	115,665	130,413	5,971	4.8%
127 Total Property Services		759,923	867,813	858,368	853,297	(14,516)	(1.7%)
Transportation, Insurance, Communications, Tuition							
Transportation: Schools							
128 Reg. Ed Pupil Transportation	510 & 516	2,826,729	2,816,501	3,111,495	3,118,189	301,688	10.7%
129 Sp. Ed Pupil Transp - STA	511	701,122	1,124,931	1,057,720	1,160,504	35,573	3.2%
130 Sp. Ed Pupil Transp - Curtin	512	830,105	902,235	721,788	920,731	18,496	2.1%
131 Pupil Transp Reimbursement	513	5,382	12,250	12,250	12,250	-	0.0%
132		4,363,337	4,855,917	4,903,253	5,211,674	355,757	7.3%
Transportation: Other							
133 Transportation - Athletics	587	59,229	106,430	83,420	117,350	10,920	10.3%
134 Transportation - Field Trips	588	24,057	51,553	51,553	58,938	7,385	14.3%
135 Entry Fees - Athletics	591 & 592	10,895	13,216	11,990	12,100	(1,116)	(8.4%)
136 Admission Fees	595	0	5,390	5,390	6,070	680	12.6%
138		94,181	176,589	152,353	194,458	17,869	10.1%
Transportation: Staff							
139 Travel - Education	580 & 581	6,032	8,800	8,844	8,800	-	0.0%
140 Travel - Admin	582 & 583	24,208	30,300	30,300	27,300	(3,000)	(9.9%)
141 Travel - Conferences	584	43,972	95,341	66,437	92,220	(3,121)	(3.3%)
142		74,213	134,441	105,581	128,320	(6,121)	(4.6%)

Groton Public Schools

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12/7/2020							
Account	Object #s	FY20 Actual 2019-2020	FY21 Budget 2020-2021	FY21 Estimated 2020-2021	FY22 Budget 2021-2022	Increase/ (Decrease)	%
Liability & Accident Insurance							
143 Liability Insurance	522	275,360	286,374	293,959	298,369	11,995	4.2%
144 Accident Insurance	525	14,410	16,026	16,026	16,667	641	4.0%
145		289,770	302,400	309,985	315,036	12,636	4.2%
Communications							
146 Telephone/Telephone Repairs	530	86,588	68,810	68,810	57,644	(11,166)	(16.2%)
147 Postage	531	30,938	39,425	38,212	41,350	1,925	4.9%
148 Advertisement	540	3,271	5,000	5,000	5,000	-	0.0%
149 Minority Recruitment	541	300	0	0	5,000	5,000	**
150 Printing Admin	550	3,367	7,500	7,500	8,000	500	6.7%
151 School Publications	551 & 552	3,008	4,000	4,000	3,500	(500)	(12.5%)
152		127,472	124,735	123,522	120,494	(4,241)	(3.4%)
Tuition: Special Education							
153 Sp. Ed Vocational	561	159,521	461,250	461,250	461,250	-	0.0%
154 Sp. Ed BoE Placements	562	2,289,414	2,447,750	2,371,055	2,447,750	-	0.0%
155 Sp. Ed State Placements	563	764,470	600,000	664,184	600,000	-	0.0%
156 Sp. Ed Magnet Choice	568	914,183	972,290	972,290	972,290	-	0.0%
157		4,127,587	4,481,290	4,468,779	4,481,290	0	0.0%
Tuition: Other							
158 Adult Ed	564	207,060	210,000	207,000	210,000	-	0.0%
159 Reg. Ed Magnet Tuition	566	1,175,692	1,148,955	1,036,224	1,046,546	(102,409)	(8.9%)
160 Reg. Ed Vo-Ag Tuition	567	122,814	125,884	102,345	102,345	(23,539)	(18.7%)
161		1,505,566	1,484,839	1,345,569	1,358,891	(125,948)	(8.5%)
162 Total Transportation, Insurance, Communication, Tuition		10,582,126	11,560,211	11,409,042	11,810,163	249,952	2.2%
Supplies							
Instructional Supplies							
163 General Classroom Supplies	601	207,628	101,351	218,613	132,402	31,051	30.6%
164 Science Supplies	602	15,313	21,150	21,150	26,320	5,170	24.4%
165 Arts & Crafts Supplies	603	14,638	20,350	21,630	23,577	3,227	15.9%
166 Phys. Ed Supplies	604	8,233	12,400	13,447	13,540	1,140	9.2%
167 Music Supplies	605	17,939	18,850	20,584	22,700	3,850	20.4%
168 Kindergarten Supplies	606	2,534	5,800	5,989	5,600	(200)	(3.4%)
169 Pupil Tests	607	50,889	70,225	77,783	70,660	435	0.6%
170 Tech. Ed Supplies	609	6,220	7,500	7,500	7,500	-	0.0%
171 Home Ec Supplies	613	9,362	12,700	12,700	13,000	300	2.4%
172 Sp. Ed Supplies	615	37,134	54,800	56,300	54,800	-	0.0%
173 Athletic Supplies	616	66,333	81,475	74,270	52,554	(28,921)	(35.5%)
174 Math Supplies	617	5,087	11,250	19,262	11,082	(168)	(1.5%)
175 Health Supplies	618	460	1,700	1,700	2,400	700	41.2%
176 Other Supplies	619	7,985	2,500	2,500	5,000	2,500	100.0%
177 Health Serv Pathogen	622	7,046	6,250	8,033	6,250	-	0.0%
178 School Library Supplies	623	4,014	4,950	4,960	5,250	300	6.1%
179 Food, Drink, Snacks	628	43,630	35,075	35,474	23,850	(11,225)	(32.0%)
180 Distance Learning Supplies	691	0	0	0	0	-	**
181		504,444	468,326	601,896	476,485	8,159	1.7%
Computer Supplies							
182 Computer Supplies	610 & 611	117,766	110,900	88,796	80,200	(30,700)	(27.7%)
183 Software	612	508,579	531,896	496,698	664,930	133,034	25.0%
184		626,345	642,796	585,494	745,130	102,334	15.9%
Electricity & Heating							
185 Electricity	631	885,786	905,538	905,538	995,229	89,691	9.9%
186 Propane/Natural Gas	632	219,566	229,751	229,751	304,855	75,104	32.7%
187 Heating Oil	633	246,500	209,512	209,512	193,986	(15,526)	(7.4%)
188		1,351,852	1,344,801	1,344,801	1,494,070	149,269	11.1%
Transportation Supplies							
189 Diesel for School Buses	634	275,175	205,430	205,430	210,240	4,810	2.3%
190 Gas for Maintenance	656	22,052	41,580	41,580	41,996	416	1.0%
191		297,227	247,010	247,010	252,236	5,226	2.1%

Groton Public Schools

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Account	Object #s	FY20 Actual 2019-2020	FY21 Budget 2020-2021	FY21 Estimated 2020-2021	FY22 Budget 2021-2022	Increase/ (Decrease)	%
Textbooks & Library Books							
192 Textbooks	640	62,055	86,796	92,476	57,915	(28,881)	(33.3%)
193 Workbooks	641	7,750	12,910	15,841	19,410	6,500	50.3%
194 Textbook Rebind	642	0	450	450	950	500	111.1%
195 Library Books	645	4,685	18,391	18,555	21,700	3,309	18.0%
196 Periodicals	647	1,121	3,050	3,050	2,700	(350)	(11.5%)
197		75,611	121,597	130,372	102,675	(18,922)	(15.6%)
Facility/Maintenance Supplies							
198 Equipment Repair	650	39,504	28,660	22,854	28,003	(657)	(2.3%)
199 Grounds Supplies	651	18,770	18,675	23,804	18,862	187	1.0%
200 General Building Repair	652	49,818	66,430	61,430	65,101	(1,329)	(2.0%)
201 Painting Supplies	653	12,912	2,500	1,999	2,500	-	0.0%
202 Heat & Plumbing Supplies	654	49,643	33,720	33,720	34,057	337	1.0%
203 Electrical Supplies	655	39,284	29,950	29,950	30,250	300	1.0%
204 Safety Supplies	657 & 659	151,660	11,985	12,087	13,555	1,570	13.1%
205 Custodial Supplies	658	165,064	128,300	172,868	143,982	15,682	12.2%
206		526,655	320,220	358,712	336,310	16,090	5.0%
Other Supplies							
207 Sup Serv Guid Imp Ins	621	5,881	21,500	21,500	22,400	900	4.2%
208 Audio Visual Supplies	624 & 625	2,373	7,402	7,402	7,502	100	1.4%
209 General Admin Supplies	626	9,391	13,360	13,273	13,110	(250)	(1.9%)
210 School Admin Supplies	627	37,790	11,250	12,031	13,800	2,550	22.7%
211 Professional Materials	690	16,013	19,250	19,351	24,300	5,050	26.2%
212 Personal Protective Equipment	692 & 693	0	0	0	0	-	**
213		71,447	72,762	73,557	81,112	8,350	11.5%
214 Total Supplies		3,453,582	3,217,512	3,341,841	3,488,018	270,506	8.4%
Equipment							
Instructional Equipment							
215 Replace Instr Equipment	730	118,272	29,770	52,590	10,730	(19,040)	(64.0%)
216 Add Instr Equipment	735	298,289	34,734	46,607	47,182	12,448	35.8%
217		416,562	64,504	99,198	57,912	(6,592)	(10.2%)
Non-Instructional Equipment							
218 Replace Non-Instr Equipment	731	28,265	25,000	3,324	70,000	45,000	180.0%
219 Add Non-Instr Equipment	736	48,783	1,312	58,247	250	(1,062)	(80.9%)
220		77,049	26,312	61,571	70,250	43,938	167.0%
221 Total Equipment		493,610	90,816	160,769	128,162	37,346	41.1%
Dues & Fees							
Dues/Fees							
222 BoE Dues	810	20,591	25,541	25,541	25,541	-	0.0%
223 General Admin Dues	811	20,298	15,950	17,945	15,650	(300)	(1.9%)
224 School Admin Dues	812	24,554	27,965	37,755	47,115	19,150	68.5%
225 Other Dues	819	3,115	4,885	4,630	3,975	(910)	(18.6%)
226 Total Dues/Fees		68,558	74,341	85,871	92,281	17,940	24.1%
227 Grand Total		77,341,861	77,438,090	77,082,774	79,829,979	2,391,889	3.1%

** Denotes < -500% or > 500%