

**GROTON BOARD OF EDUCATION  
SPECIAL MEETING MINUTES  
JUNE 21, 2021 @ 6:00 P.M.  
REMOTE MEETING**

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

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

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

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Philip Piazza.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

- Poet Laureate Recognition – Ms. Austin introduced Janell Payumo who was the Poet Laureate. Janell read her poem entitled, “Out of the Woods.” Janell stated that she will be attending Clark University and hoped to become a teacher.

III. COMMENTS FROM CITIZENS

1. Dr. Sarah Fournier Hillman, Pearl Street, stated that she has decided to homeschool her child. Dr. Hillman stated that she was against the mask mandate and outlined her reasons. Dr. Hillman asked the Board to support her request and not make mask wearing mandatory.

IV. RESPONSE TO COMMENTS FROM CITIZENS

NONE

V. STUDENT REPRESENTATIVE REPORT

NONE

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report

1. End-of-Year Reflections – Superintendent Austin shared a slide of each accomplishment made in Groton and gave a brief overview of each. **(ATTACHMENT #1)**
2. Update re: Transfinder Efficiency Study/2 Tier System: Frequently Asked Questions **(ATTACHMENT #2)** – Ms. Austin and Mr. Lonsdale stated that the bus routes will be received very soon and then shared with parents. Mr. Lonsdale reviewed the frequently asked questions and encouraged parents to forward any additional questions or concerns to him or Ms. Austin.
3. Board of Education Retreat Proposal – Ms. Austin reviewed the proposed Board of Education Retreat that would be held on July 19, 2021 and August 16, 2021. **(ATTACHMENT #3)** Mrs. Volkmann, Mrs. White, Mr. Weitlauf, Mr. Antipas, Mrs. Robertson and Mrs. Porter were against the cost of the facilitators to conduct the Retreat. Mrs. Giulini was in support of the cost for the facilitators. It was suggested that the second retreat would be held after the new Board is seated in November.

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS – cont.

B. Assistant Superintendent Report

1. ARP ESSER Slide Show (**ATTACHMENT #4**) - Mr. Piazza gave an overview of the ARP ESSER slide show, ARP ESSER budget, the safe return to schools document, and the GPS Reentry Plan for FY 22. (**ATTACHMENT #5, 6, 7**)

C. Business Manager

1. Object Code Summary (**ATTACHMENT #8**) – Mr. Knight reviewed the Object Code Summary dated June 17, 2021 that shows an unexpended balance of \$8,752.
2. Health Insurance Report – Mr. Knight reviewed the Health Insurance Report for the month of April. (**ATTACHMENT #9**)
3. Out-of-District Tuition Rates (**ATTACHMENT #10**) – Mr. Knight reviewed the proposed out-of-district tuition rates.

VII. COMMITTEE REPORTS

- A. Policy – Mrs. White noted that the Policy Committee met and that there were no action items on the agenda.
- B. Curriculum – Dr. Ackerman noted that the Curriculum Committee met and discussed middle school electives.
- C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee met on June 7, 2021 and discussed the Transfinder report, ARP ESSER data, and the proposed out-of-district Tuition Rate chart.
- D. LEARN – Mrs. Volkmann noted that the regular LEARN Board met on June 10, 2021 and was attended by every Principal from the different LEARN schools and that each Principal gave an overview of the progress that has occurred in the last year; they evaluated Dr. Kate Erickson; they had an election of officers; Mrs. Volkmann was again elected to the Executive Committee; and that there was an Executive Board meeting last Friday where they approved officers in the Central Office.
- E. TCC/RTM/BoE Liaison – Dr. Ackerman noted that the TCC/RTM/BoE Liaison Committee met on June 2, 2021. Dr. Ackerman reported that the Town Council wants to see weekly updates shared with the Board that were sent out by Ms. Austin. Dr. Ackerman noted that the Town Council reported that the mill rate has been set. Dr. Ackerman noted that the City Council had no report. Dr. Ackerman noted that the RTM held meetings to review sections of the FY22 budget; they finished their deliberations on May 24<sup>th</sup> and sent it to the Town Council for approval; the RTM authorized the sale of the former Groton Heights School; the RTM Finance Committee met to review and approve: Mystic Coastal Access Wayfinding Signage, Pleasant Valley School property sale, Crystal Lake Road reconstruction, approval of fourth quarter transfers

Mrs. Watson stated that she would like the Board to receive the weekly reports and notes from the Town Council.

VII. COMMITTEE REPORTS – cont.

- F. AGSA/GEA/BoE Liaison – Mrs. Watson noted that the AGSA/GEA/BoE Liaison Committee met and that this was their end of the year meeting. The AGSA/GEA/BoE Liaison committee discussed substitute teachers and their pay as well as the difficulty in obtaining paras. Ms. Austin noted that the ESSER funds may be used for substitutes for paras. Mrs. Watson referred this issue to the Finance/Facilities Committee for review.
- G. Groton Scholarship – Mrs. White noted that every student who requested a scholarship received something
- H. Athletic Fields – Mr. Weitlauf noted that the Town Council has approved the CIP proposal to price out the Athletic Field plan. Mr. Weitlauf noted that the last meeting failed due to a lack of a quorum.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Watson, Volkmann:

To approve the Consent Agenda.  
**PASSED - UNANIMOUSLY**

B. Old Business

NONE

C. New Business

- 1. Discussion and possible action regarding approval of the out-of-district tuition rates for the 2021-2022 school year.

MOTION: Weitlauf, Porter:

To approve the out-of-district tuition rates for the 2021-2022 school year.  
**PASSED – UNANIMOUSLY**

- 2. Discussion and possible action regarding approval of a field trip request to Quebec City, Canada scheduled for May 26, 2022 through May 30, 2022.

MOTION: Robertson, Porter:

To approve the field trip request to Quebec City, Canada scheduled for May 26, 2022 through May 30, 2022.  
**PASSED - UNANIMOUSLY**

IX. INFORMATION AND PROPOSALS

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

IX. INFORMATION AND PROPOSALS – cont.

- Mrs. Porter noted:
  - She watched the underclassmen awards;
  - She visited FHS to deliver the Regional Medals to Ms. Hodge's students for Connecticut History Day. The National History Day results came in and Groton finished in the top 10% in the nation.
  - She attended the IB Senior Celebration;
  - She attended the Groton Public School Staff Retirement reception;
  - She attended graduation;
  - She had planned to attend the Senior Music Concert;
  - She received emails and conversations regarding the change in the start times;
  - She had parents asking about the summer music program;
  - She had emails asking for a review of pay scale for paras.
- Mrs. White noted:
  - She attended the IB ceremony;
  - She attended graduation; Mrs. White gave thanks to Mr. Russell and his staff for their efforts regarding graduation;
  - She gave a thank you to Mr. Keleher who was at graduation in lieu of the death of his mother.
- Mrs. Robertson noted that she attended the Sound Community Services monthly meeting.
- Mr. Antipas noted:
  - He attended the Honors and Scholarship Ceremonies;
  - He attended graduation;
  - He received the same emails as other Board members;
  - He heard concerns about what's going on with Band.
- Mrs. Volkmann noted:
  - She recognized an article in the Day today regarding the closing of the 3 schools – CC, SBB, MM;
  - She acknowledged the Amphora publication;
  - She attended graduation;
  - She noted her hope that the Finance/Facilities Committee will take up the issue of paras then to forward it to the Negotiations Committee if there are any changes requiring a MOA.
- Dr. Ackerman noted:
  - That she missed the Awards Ceremony;
  - That she missed the IB Ceremony;
  - That the Graduation speakers were outstanding.
- Mr. Weitlauf noted:
  - He received the same emails as other Board members regarding Band, masks, and bus rescheduling;
  - He received emails regarding the changing of the bell times. He asked for a meeting with parents regarding the bell times.
- Mrs. Watson noted:
  - She received the same emails as other Board members;
  - She attended graduation and it was moving.

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

Mrs. Watson noted a special meeting on July 19, 2021 for a Board Retreat.

B. Suggested Agenda Items

Mrs. Porter suggested a review and update of the Board Handbook and referred this item to the Referral List.

XI. ADJOURNMENT

MOTION: Ackerman, Robertson:

To adjourn at 8:24 p.m.

**PASSED - UNANIMOUSLY**



## **Groton Public Schools Two-Tier Bus Proposal/Overview with FAQs**

### **Overview**

Each school day Groton Public Schools helps thousands of students get to and from school on our buses. In March 2021, Groton Public Schools worked with Transfinder® Corporation to complete a “Route Efficiency Report” to review our current bus routes and student ridership. We found an opportunity exists to create more efficient, shorter bus routes for all our K-12 students, without the need for additional buses and related costs.

One of the changes we are strongly considering and expect to implement for the 2021-2022 school year is bringing both Groton Middle School and Fitch High School students together in a single, combined bus run. Given the proximity of these two schools, combining these transportation “runs” provides the district and our students several potential advantages. Below are additional **Frequently Asked Questions (FAQ)** about this proposed change.

### **Why did you consult with Transfinder?**

As our district prepares for our shift to an all elementary magnet school structure, we wanted to evaluate our current bus routes and determine ways to create efficiencies without increasing costs or needing to add additional buses to transport our Preschool / Pre-K to Grade 5 students.

### **What is the proposed two-tier bus system?**

Our proposed two-tier bus system brings students who live on a specific bus route to and from Groton Middle School and Fitch High School in a combined bus run. Each bus will be assigned a route and pick-up 6-12 grade students. Students will be riding with their peers from their community, similar to how our K-5 students ride on one bus. The only difference is instead of dropping students off at one school, the bus will first drop students off at FHS, then go directly to Groton Middle School.

**Will middle and high school students have longer bus ride times?**

No, because of efficiencies, the students will spend less time on the bus as compared to a pre-COVID year.

**How will the new schedules impact after school activities and sports?**

There should be minimal impact, if any, on after school activities and sports. Our Athletic Director will coordinate schedules to minimize disruptions to the academic school day. At times, when teams are traveling longer distances, early dismissals may be required. This is already the case, particularly during regional or state championships.

**Will this change increase Groton Public Schools transportation expenses?**

No, we do not anticipate increases and are hopeful this will achieve cost savings. A combined, single run will significantly reduce our fuel usage, costs and environmental impact.

**How will GPS ensure the safety of all students on the bus? What about the middle school and high school students riding the bus together?**

Getting our students to school safely and avoiding long ride times for them is our top priority. Buses may have 6th-12th grade students riding on the same bus, which is very similar to the grade span of the riders on our K-5 buses. We plan to have our middle school students sit in the front of the bus, while our older students will ride in the rear of the bus. The majority of ridership will be among 6th through 10th grade students, as many 11th and 12th grade students find alternate transportation. Additionally, GPS is looking at other resources available to ensure safe, efficient and cost-effective student transportation. We also provide training for our bus drivers annually and there will be specific training around bringing this age group together.

**How will this impact the school times for GMS and FHS?**

GMS students will begin school approximately 10 minutes earlier while FHS students will start school approximately 20 minutes later than their current times. There has been much discussion around the benefit of later school start times for



high schoolers. Many students will benefit from additional sleep or the chance to have a healthier breakfast. Plus, this new structure helps our elementary buses get our younger students to and from school more efficiently and quickly.

### **What are the proposed new times for Groton Middle School and Fitch High School?**

School Year 2020 - 2021				School Year 2021 - 2022			
<b>Fitch High School</b>				<b>Fitch High School</b>			
Bus Arrival Time	Bell Start Time	Bell End Time	Bus Departure Time	Bus Arrival Time	Bell Start Time	Bell End Time	Bus Departure Time
7:15 AM	7:25 AM	2:07 PM	2:17 PM	7:35 AM	7:45 AM	2:27 PM	2:37 PM
<b>Groton Middle School</b>				<b>Groton Middle School</b>			
Bus Arrival Time	Bell Start Time	Bell End Time	Bus Departure Time	Bus Arrival Time	Bell Start Time	Bell End Time	Bus Departure Time
7:55 AM	8:05 AM	2:45 PM	2:55 PM	7:45 AM	7:55 AM	2:35 PM	2:45 PM
<b>Elementary Schools</b>				<b>Elementary Schools</b>			
Bus Arrival Time	Bell Start Time	Bell End Time	Bus Departure Time	Bus Arrival Time	Bell Start Time	Bell End Time	Bus Departure Time
8:45 AM	8:55 AM	3:30 PM	3:40 PM	8:50 AM	9:00 AM	3:35 PM	3:45 PM

### **Will the elementary school times need to be adjusted?**

Elementary times are being adjusted by five minutes. The increased time between the middle and elementary school runs actually allows for flexibility to transport elementary magnet students on time and without the need for additional buses.

### **When will this be finalized?**

Groton Public Schools is continuing to work with Transfinder® Corporation to create efficient transportation routes for the 2021-2022 school year. We anticipate receiving the bus routes by the end of June. At that time, we will share the results with the Board of Education and seek final approval. Once approved, this change will be communicated to families and implemented for the start of the 2021-2022 school year in September.



## **Mary Broderick, Ed.D.**

Consultant

860-608-1763

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## **Jack Reynolds, Ed.D.**

Consultant

860-608-4877

[jack.reynolds.ret@gmail.com](mailto:jack.reynolds.ret@gmail.com)

# **PROPOSAL**

**To support the Groton Board of Education & Superintendent in becoming a high performing leadership team**

**Background:** The Groton Board of Education, a nine member group, has recently hired Susan Austin as Superintendent of Schools and Philip Piazza as Assistant Superintendent. The Board seeks to become a high-performing leadership team with these new leaders. As a long-term board of education member (Mary) and superintendent (Jack), our passion is supporting boards in becoming high performing teams. (We hope to be presenting our training again at the National School Boards Association annual conference in San Diego next spring.)

### **Goals for our work together:**

- ♦ Conduct Board self-assessment
- ♦ Identify Board values
- ♦ Establish Board vision
- ♦ Determine action steps to achieve vision
- ♦ Articulate Board culture and norms

### **Process:**

- Survey the Board on self assessment, vision and aspirations, values that guide governance
- Invite Sue Austin and Philip Piazza fill out surveys separately
- Conduct a retreat with Board to process results of self-evaluation
- Generate a vision and set of values to guide work
- Explore a commitment to culture and operating norms

### **Anticipated Timeframe:**

Survey Board July 2-9

Meet with the Board July 19, 4:00 (working dinner) to 9:00

Meet later in the summer to follow up on the work (approximately four hours).

**Location:** Part I: Groton Middle School (July 19th); Part II: TBD

**Fee for Services:** **\$2,500** (including preparation, facilitation of two sessions, travel, and deliverables)



## Mary Broderick

A senior consultant with CABE Search Services since 2013, Mary Broderick, Ed.D., is a known and respected educational leader, presenter, and facilitator. Mary comes to this work with deep experience in board leadership. A 22 year member of the East Lyme (CT) Board of Education (1989-2011), Mary served as President of the National School Boards Association (NSBA) from April 2011 to April 2012. She served on that association's Board of Directors from 2005 to 2012, representing the Northeast Region prior to becoming an officer in 2009. Her NSBA service followed her tenure as President of the Connecticut Association of Boards of Education (2002-2004).

Mary's interest in leadership extended to her academic pursuits. Her doctoral dissertation on the practices of superintendents in districts outperforming demographically similar districts helped prepare Mary to identify talented educational leaders. This work, coupled with her broad national network in education, make her uniquely qualified for executive searches.

Mary has conducted many executive searches for CABE since 2013. She has an excellent track record of finding great candidates who fit well with the district's desired qualities. She also has supported a number of communities in their exploration of ideal structure (Preston, East Granby, Canterbury, and Westbrook, to name a few). With backup from CABE, Mary has a vast understanding of federal and state laws and regulations governing candidate selection.

The mother of two grown children and Gramma B. to Cal and Russ, Mary lives in East Lyme, Connecticut. She holds a Bachelor's degree in English from Skidmore College, a Master's in Business Administration from the University of Toronto, and a Doctorate in Educational Leadership from the University of Connecticut.



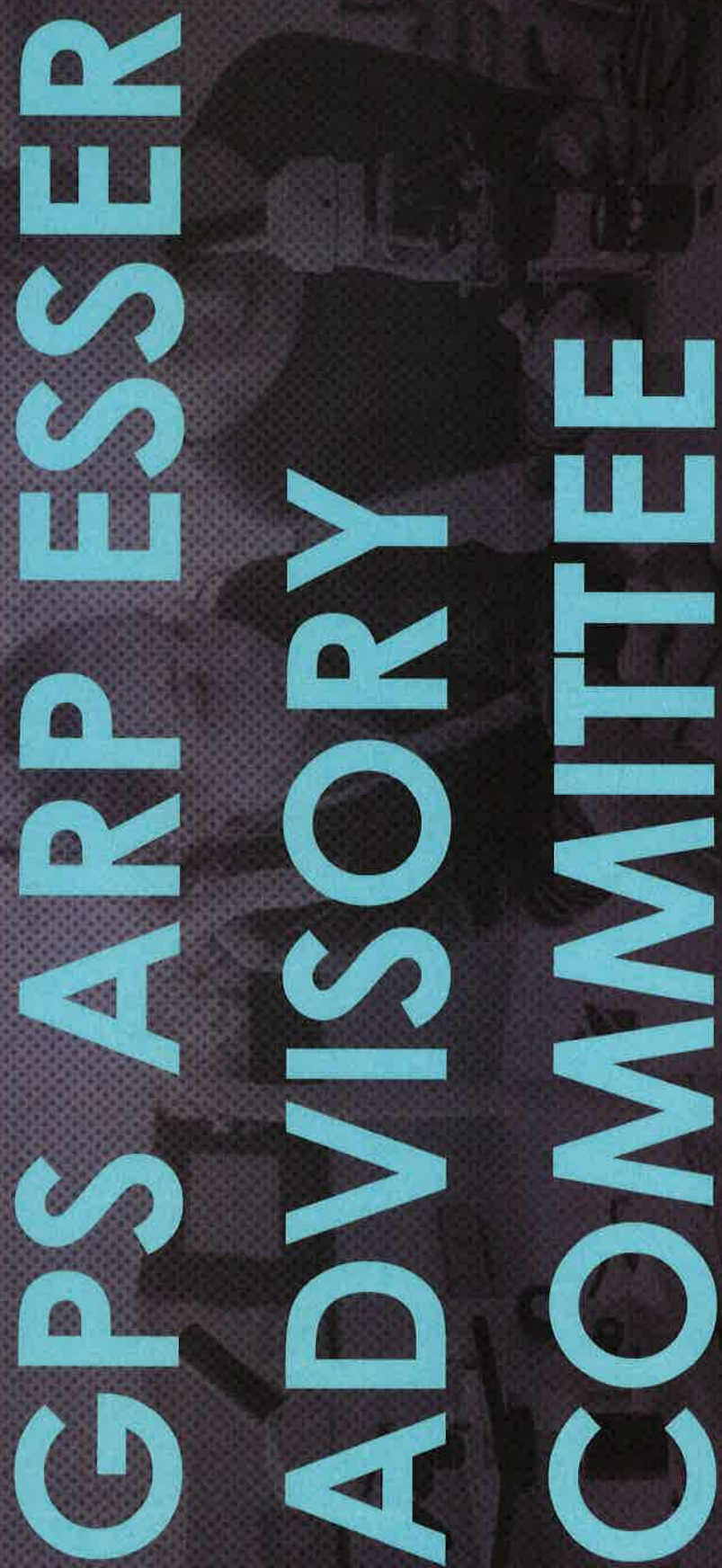
## **Dr. John F. Reynolds**

Now a retired Superintendent of Schools, Jack Reynolds, Ed.D., has served as a teacher of Biology and Chemistry at Holyoke (MA) High School, an Educational Specialist in Innovation and Science Education and Educational Grants in the Massachusetts Department of Education, Director of Curriculum in Somers (CT), Assistant Superintendent and Superintendent of Schools in East Lyme (13 years) and Suffield (5 years). He has taught numerous graduate courses and provided many consultancies.

Jack has assisted with and taught parts of CABE's Leadership Institute for over a decade. He is particularly interested in the theory and practice of leadership, especially in educational settings. Jack is fascinated by leadership theory, practice, and culture, and their resulting effects on students, staff, the organization and the larger community. His focus has been on the motivating effect of assessment and improvement of leadership skills. Jack's major source of professional pride has been the exercise of educational leadership with trust, integrity, clear and firm values, commitment, and the importance of human relationships providing the core.

Jack has been a student, teacher, and administrator in a wide variety of educational settings and recognizes the value of a variety of leadership capabilities as applied to varied institutions and situations. His leadership focus is the creation of high performing organizations.

Jack lives in East Haddam and, seasonally, in Old Lyme with his wife, Ann, and spends invaluable time with three sons, daughters-in-law, and three grandchildren.

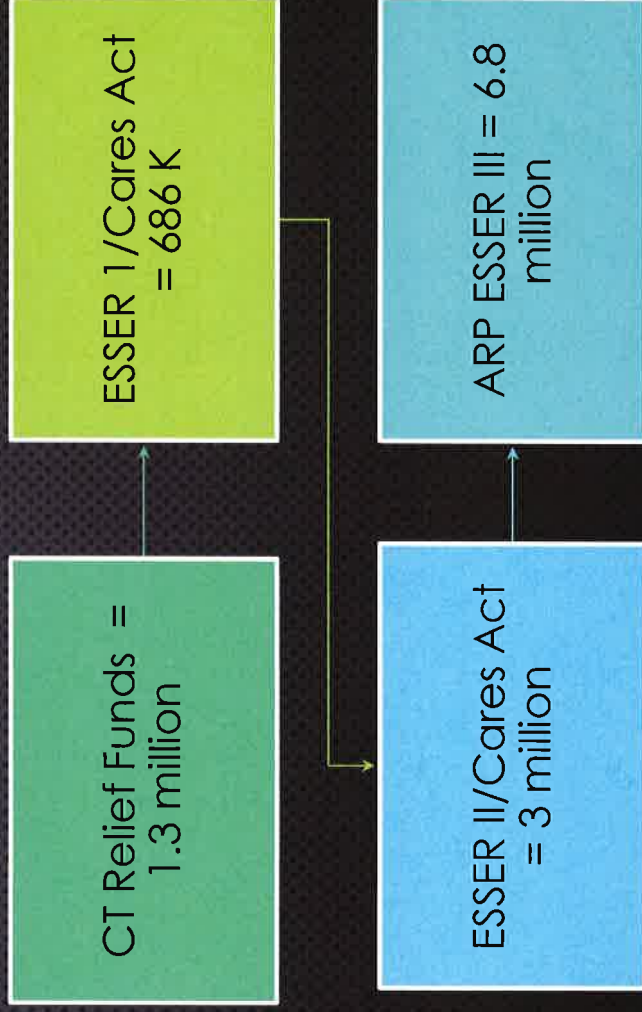


# GPS ARP ESSER ADVISORY COMMITTEE





# COVID-19 RELIEF ELEMENTARY SECONDARY SCHOOL EMERGENCY RELIEF (ESSER) AMERICAN RESCUE PLAN (ARP)





## ADVISORY GROUP MEMBERS:

- teachers
- parents
- school administration
- district administration
- BOE

Goal: **SAFE RETURN TO SCHOOL FOR  
GPS STUDENTS**

Process:  
**SET EXPECTATIONS  
UNDERSTAND PRIORITIES  
DEFINE OUTCOMES  
PROPOSE NEXT STEPS**



# EXPECTATIONS



Understanding of State  
Priorities



Communication and  
community feedback



Develop, Review & Share  
Plans with stakeholders





# REIMAGINING SCHOOLS TO TRANSFORM STUDENTS' LIVES

[HTTPS://PORTAL.CT.GOV/-/MEDIA/SDE/DIGEST/2020-21/ARP\\_ESSER\\_GUIDANCE.PDF](https://portal.ct.gov/-/media/sde/digest/2020-21/arp_esser_guidance.pdf)

## STATE LEVEL PRIORITIES

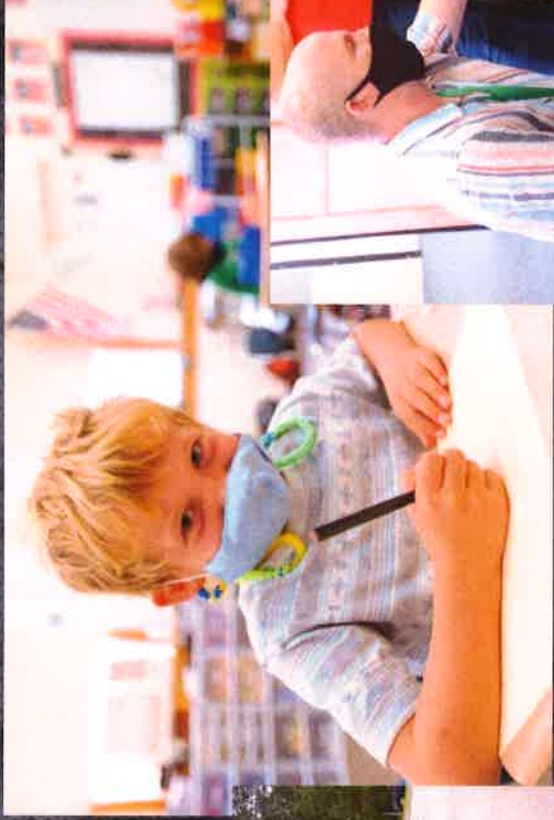
- **LEARNING ACCELERATION, ACADEMIC RENEWAL, AND STUDENT ENRICHMENT:** ADVANCING EQUITY AND ACCESS IN EDUCATION FOR STUDENTS IN CONNECTICUT REMAIN TOP PRIORITIES
- **FAMILY AND COMMUNITY CONNECTIONS:** THE COMPLEX ISSUES BROUGHT ABOUT BY THE PANDEMIC HAVE MADE IT CLEAR THAT THE SUCCESS OF SCHOOLS, FAMILIES, AND COMMUNITIES ARE INTERDEPENDENT AND ALL HAVE A STAKE IN STUDENTS' WELL-BEING
- **SOCIAL, EMOTIONAL, AND MENTAL HEALTH OF THE STUDENTS AND OF OUR SCHOOL STAFF:** THE SCHOOL COMMUNITY EXPERIENCE DURING THE PANDEMIC HAS BEEN ONE OF COLLECTIVE CHALLENGE AND TRAUMA
- **STRATEGIC USE OF TECHNOLOGY, STAFF DEVELOPMENT, AND THE DIGITAL DIVIDE:** APPLYING WHAT WE HAVE LEARNED DURING THE PANDEMIC REQUIRES CAREFUL CONSIDERATION OF THE IMPORTANCE OF STUDENT ACCESS TO IN-PERSON LEARNING AND ENRICHMENT BALANCED WITH THE STRATEGIC USE OF TECHNOLOGY
- **BUILDING SAFE AND HEALTHY SCHOOLS:** ENSURING OUR SCHOOL BUILDINGS ARE SAFE AND HEALTHY ENVIRONMENTS THAT ENABLE ALL OF OUR STUDENTS TO EXCEL

Groton Public Schools  
ESSER

	ESSER I		% of total	ESSER II		% of total	Target	
	\$			\$			\$	% of total
Learning Acceleration, Academic Renewal and Student Enrichment								
Teachers/Substitutes		280,366			586,584			
Tutors		47,597			1,008,000			
School supplies		93,177			100,000			
Summer School					117,668			
SubTotal		421,140	61.3%		1,812,252	59.5%	1,313,649 20%	
Family and Community Connections								
Community Coordinators		22,365			44,730			
Food Service		113,081						
SubTotal		135,446	19.7%		44,730	1.5%	1,313,649 20%	
Social, Emotional and Mental Health of Students and School Staff								
Social Workers		64,113			297,640			
SubTotal		64,113	9.3%		297,640	9.8%	1,313,649 20%	
Strategic Use of Technology, Staff Development and the Digital Divide								
Remote learning software					300,000			
Teacher Technical Support					230,000			
Professional Development					78,342			
SubTotal		0	0.0%		608,342	20.0%	1,313,649 20%	
Building Safe and Healthy Schools								
Extra Custodial		65,183			132,366			
PPE					150,000			
SubTotal		65,183	9.6%		282,366	9.3%	1,313,649 20%	
Grand Total		686,882	100.0%		3,045,330	100.0%	6,568,245 100.0%	



1. SURVIVE (START SLOW AND GROW)
2. THRIVE (PROGRESS OVER PERFECTION)
3. TRANSFORM (BACK TO BETTER THAN NORMAL)





# GPS ACCELERATED LEARNING PLAN SAFE RETURN TO SCHOOL FY 22 “BACK TO BETTER THAN NORMAL”

The major shift in the GPS FY22 Learning Plan is to teach all of our students' in-person, and only move to remote learning in case of quarantine due to COVID-19 or if the school needs to close due to an emergency or inclement weather. Our goal is to have real time engagement and less screen time for all students. With our motto “*Going Back to Better than Normal*,” we believe in growing relationships, taking care of social emotional learning, re-establishing routines and expectations at school, and reviewing health protocols.

# Safe Return to In-Person Instruction and Continuity of Services Plan Template

## CSDE ARP ESSER



May 27, 2021

### Introduction

Our Connecticut school communities – with students at the center – continue to be bold and innovative as they respond to the COVID-19 pandemic. The United States Department of Education (USED) has recognized the importance of supporting these efforts, particularly with the infusion of resources to support education in Connecticut. The American Rescue Plan Act of 2021 (Elementary and Secondary Education Act) and the CARES Act (ESSER) has granted the State of Connecticut over \$1.05 billion, providing the opportunity to develop bold, high-impact plans to address the substantial disruptions to student learning, interpersonal interactions and social-emotional well-being. While earlier sources of federal relief funding during the pandemic supported our ability to first survive, and then thrive, ARP ESSER is Connecticut's opportunity to transform our schools. The federal government requires that each Local Education Agency (LEA) create a Safe Return to In-Person Instruction and Continuity of Services Plan (this Plan). This plan must be publicly available online by June 23, 2021 and submitted to the Connecticut State Department of Education (CSDE) as a part of the ARP ESSER application due mid-August 2021. To aid in the planning process, CSDE is providing this template to guide LEAs planning as well as serve as an opportunity to share the plan with the public.

Due to the expansive efforts of the CSDE and the educational community, as of the week of May 2–7, 2021, all Connecticut students have returned to in-person learning. While the template should be seen as a means to support LEA's efforts to date and can be used to secure upon or revisit existing Reopening School Plans.

There are five areas that LEAs must consider when developing the Safe Return to In-Person Instruction and Continuity of Services Plan:

- I. Health and Safety Strategies
- II. Continuity of Services
- III. Public Comment
- IV. Periodic Review Process
- V. Understandable and Uniform Format

The CSDE has maintained consistently that in-person learning is the preferred opportunity for students and that schools should work to safely open their buildings for the 2020–21 school year. We are proud to have led the nation in safe return to in-person instruction – as of April 30 nearly 93.7% of Connecticut school districts were offering a predominantly fully in-person learning. Thank you for your work and helping us continue to be an example of how we can best serve our children safely in school buildings.

### I. Health and Safety Strategies

Describe how the LEA plan includes (or will be modified to include) the extent to which the LEA has adopted policies and a description of any such policies on each of the strategies listed in the table on page 2.



# *"Back To Better Than Normal"*



Groton Public Schools  
ESSER

	ESSER I		ESSER II		Target ARP ESSER	
	\$\$	% of total	\$\$	% of total	\$\$	% of total
<b>Learning Acceleration, Academic Renewal and Student Enrichment</b>						
Teachers/Substitutes	280,366		586,584			
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<b>Social, Emotional and Mental Health of Students and School Staff</b>						
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<b>Strategic Use of Technology, Staff Development and the Digital Divide</b>						
Remote learning software			300,000			
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# Safe Return to In-Person Instruction and Continuity of Services Plan Template

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May 27, 2021

### Introduction

Our Connecticut school communities — with students at the center — continue to be bold and innovative as they respond to the COVID-19 pandemic. The United States Department of Education (USED) has recognized the importance of supporting these efforts, particularly with the infusion of resources to support education in Connecticut. The American Rescue Plan Act of 2021 Elementary and Secondary School Emergency Relief Fund (ARP ESSER) has granted the State of Connecticut an additional \$1,105,919,874, providing the opportunity to develop bold, high-impact plans to address the substantial disruptions to student learning, interpersonal interactions, and social-emotional well-being. While earlier sources of federal relief funding during the pandemic supported our ability to first survive, and then thrive, ARP ESSER is Connecticut's opportunity to transform our schools.

The federal government requires that each Local Education Agency (LEA) create a *Safe Return to In-Person Instruction and Continuity of Services Plan* (the Plan). This plan must be publicly available online by June 23, 2021 and submitted to the Connecticut State Department of Education (CSDE) as a part of the ARP ESSER application due mid-August 2021. To aid in the planning process, CSDE is providing this template to guide LEAs planning as well as serve as an opportunity to share the Plan with the public.

Due to the expansive efforts of the CSDE and the educational community, as of the week of May 3–7, no district in the state of Connecticut was fully remote. This was achieved through extensive planning by each LEA; therefore, this template should be seen as a means to support LEAs' efforts to date and can be used to expand upon or revisit previous Reopening School Plans.

There are five areas that LEAs must consider when developing the *Safe Return to In-Person Instruction and Continuity of Services Plan*:

- I. Health and Safety Strategies
- II. Continuity of Services
- III. Public Comment
- IV. Periodic Review Process
- V. Understandable and Uniform Format

The CSDE has maintained consistently that in-person learning is the preferred opportunity for students and that schools should work to safely open their buildings for the 2020–21 school year. We are proud to have led the nation in safe return to in-person instruction — as of April 30 nearly 82.7% of Connecticut school districts were offering a predominately fully in-person learning. Thank you for your work and helping us continue to be an example of how we can best serve our children safely in school buildings.

### I. Health and Safety Strategies

Describe how the LEA plan includes (or will be modified to include) the extent to which the LEA has adopted policies and a description of any such policies on each of the strategies listed in the table on page 2:

Groton Public Schools will continue to follow our health and safety policies and procedures, based on CDC, CSDE and LLHD recommendations regarding mitigation strategies. We will continue to monitor health data from our state and local region and adapt our policies and procedures as needed.



Please complete the table below with the LEA's mitigation strategy for each category. In developing the LEA's response, please review and consider the [CDC guidance](#) and the [Connecticut DPH and CSDE guidance](#) for each category.

Mitigation strategy	LEA response
Universal and correct wearing of masks	Groton Public Schools will only require masks for all students, staff, and visitors should public health measures require such a need.
Physical distancing (e.g., including use of cohorts/podding)	Groton Public Schools will continue efforts to physically distance individuals, where feasible, if public health measures require such a need.
Handwashing and respiratory etiquette	Groton Public Schools believes that hand washing and respiratory etiquette are best practices to help stop the spread of disease, therefore we will continue to teach and encourage good hygiene practices in these areas, as well as provide the necessary supplies.
Cleaning and maintaining healthy facilities, including improving ventilation	Groton Public Schools will continue maintaining healthy and clean facilities. Continuous improvement of HVAC systems will take place based on CSDE standards and industry best recommended practices. GPS will continue to monitor air quality on a routine basis.

	Mitigation strategy	LEA response
	Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments	In the event that contact tracing should still be necessary, Groton Public Schools will continue to follow local health guidelines specific to notification and quarantines.
	Diagnostic screening and testing	Groton Public Schools will consider providing screening and testing if it is deemed necessary and available per CSDE and DPH.
	Efforts to provide vaccinations to educators, other staff, and students, if eligible	Groton Public Schools will adhere to all applicable state laws and regulations regarding vaccination and will continue to communicate to the school community about vaccination opportunities; providing onsite clinics when available.
	Appropriate accommodations for children with disabilities with respect to the health and safety policies	Per our policies and state and federal law, Groton Public Schools will provide necessary accommodations to any student with a documented need .

LEA must implement, to the greatest extent practicable, each element of the most up-to-date guidance listed in the table.

## II. Continuity of Services

Describe how the LEA plan will ensure continuity of services including but not limited to services to address the students' academic needs, and students' and staff social, emotional, mental health, and other needs, which may include student health and food services:

Groton Public Schools (GPS) will move to full in-person learning PK-12 at the beginning the school year for FY22. There will be no full remote leaning, unless a student is quarantined by the school district with COVID-19, or in case of inclement weather or emergency school closings. GPS will continue to follow the State Health Department's guidelines on health and safety, as well as Connecticut State Department of Education recommendations. Our goal is to have real time engagement and less screen time, providing more authentic learning. With our motto "Going Back to Better than Normal," we believe in growing relationships, taking care of social emotional learning, re-establishing routines and expectations at school, reviewing health protocols, engaging students in academic lessons in-person, and accelerating learning.

Health and Safety, both physical and emotional, are a top priority for all GPS' educators and board members. School-based health and our school nurses serve as an excellent resource for both physical and mental health, along with our school counselors, social workers, and psychologists. Social emotional learning is a key ingredient to schooling, in identification (screening), instruction (core/tiered), and connection with community resources. In addition, student nutrition programs will continue to service all students at no cost for breakfast and lunch at Groton Public Schools.

## III. Public Comment

Public comment is a key element of stakeholder engagement, and at times a stand-alone element which may include dedicating time to open forums at board of education meetings, conducting surveys, or soliciting written input from external residents not involved in the decision-making process. Describe how the LEA plans to provide the public the opportunity to provide input and for public comment in the development of the plan, a summary of the input (including any letters of support), and how the LEA took such input into account:

Since March 2020 through FY 21, Groton Public Schools has collected student, parent, and staff feedback through focus groups, surveys, and community forums. We will continue to provide two-way communication to students, families, and staff next year in various ways. In working with the GPS BOE, PTO's, and town bodies, we will share and discuss all planning related to COVID-19 schooling FY22. Groton Public Schools will continue to engage these community groups and gather public input on plans. Specifically, this work will continue through the summer and for FY 22, as we review our re-entry plans.

GPS will also gather parent and community input from the district website and district-wide climate surveys. We plan to gather more student input from across the community, by visiting camps to gather insights / interview students from K-12, ensuring diverse voices are being heard, including students from high-risk populations. GPS historically provides opportunity for public comment at BOE meeting as well. GPS will provide an email link with this plan on our web site enabling any other comments or input that community members would like to share.

#### IV. Periodic Review Process

LEAs are required to periodically review and, as appropriate, revise their *Safe Return to In-Person Instruction and Continuity of Services Plan* **at least every six months** through September 30, 2023. Each review must include seeking public comment on the plan and developing the plan after taking into account the public comment.

Below are the dates that LEAs must submit a refreshed or updated plan to CSDE via eGMS.

**Review/revisit Dates:**

- June 23, 2021
- December 23, 2021
- June 23, 2022
- December 23, 2022
- June 23, 2021

#### V. Understandable and Uniform Format

Federal regulations require that this plan be in an understandable and uniform format, to the extent practicable; is written in a language that parents can understand or, if not practicable, orally translated; and upon request by a parent who is an individual with a disability, provided in an alternative format accessible to that parent. Describe the unique needs of the LEA's audience and confirm the LEA's approach to ensuring the document is accessible:

Groton Public Schools is a diverse community that includes families that speak many different languages. All information and plans are printed in English and Spanish, and posted on the website where they can be translated in many languages. We also use a translation provider that can verbally communicate to families. Should we receive any requests for access, or become aware of the need for such, we will provide the accommodations necessary for those individuals who are unable to access the plan in its current format. GPS will explore ways to utilize our local public access Channel 19 and our website to bring updates to the community in different formats. GPS will explore adding a third language, Mandarin, to our document translation list as well as opportunities to record oral presentations of important announcements for the school community.

## **Groton Public Schools (GPS) Full In-person Re-opening of Schools 2021 – 2022**

### **Safe Return and Accelerated Learning Plan**

#### ***Going Back to Better Than Normal; taking lessons learned to engage students and enhance learning***

Groton Public Schools (GPS) will move to full in-person learning PK-12 at the beginning of the school year for FY22. There will be no full remote learning unless a student is quarantined with COVID-19, or in case of inclement weather or emergency school closings. GPS will continue to follow the State Health Department's guidelines on health and safety, as well as Connecticut State Department of Education recommendations. Faculty and staff will engage students in high quality instruction and accelerated learning, following GPS curriculum, instruction, and assessment plans. Some of the best practices and highest levels of engagement come when teachers and students connect with one another and synchronize teaching and learning face-to-face.

#### **Highlights of the GPS FY 22 In-Person Learning Plan:**

The major shift in the GPS FY22 Learning Plan is to teach all of our students in-person and only move to remote learning in case of quarantine due to COVID-19 or if the school needs to close due to an emergency or inclement weather. Our goal is to have real-time engagement and less screen time for all students. With our motto "*Going Back to Better than Normal*," we believe in growing relationships, taking care of social-emotional learning, reestablishing routines and expectations at school, and reviewing health protocols. We also believe in engaging students in rigorous and relevant academic lessons in-person and accelerating learning. The continued use of GPS Learning Management Systems (SeeSaw/Google Classroom PK-2, Google Classroom grades 3-8, and Schoology grades 9-12) will be for the purpose of communicating and organizing assignments and homework, while monitoring student participation and work completion.

#### **Health and Safety Strategies**

Health and Safety, both physical and emotional, are a top priority for all Groton Public Schools educators and board members. School-based health and our school nurses serve as an excellent resource for both physical and mental health, along with our school counselors, school social workers, and school psychologists. Social emotional learning is a key ingredient to schooling, whether students are in-person or remote. If parents have any concern, please reach out to the teachers, administrators or any of our health providers. With the return of full in-person learning at the start of FY22, the following protocols will be utilized:

#### **Safe Practices for In-Person Learning Include:**

- Consistent and correct wearing of masks should public health measures require such a need
- Physical Distancing where feasible, if public health measures require such a need
- Students may work in groups and share materials with safety measures
- Practice good hand hygiene
- Practice good respiratory etiquette
- Frequent cleaning of high touch areas will continue

- Monitor your symptoms and stay home when you or someone you live with is ill, has a fever of 100.4 degrees Fahrenheit or higher, sore throat, cough, difficulty breathing, or new loss of taste or smell
- Contact tracing will occur when necessary following local health guidelines specific to notification and quarantines
- If parents have any concern, please reach out to the teachers, administrators or any of our health providers.

U.S. Department of Health Services: Center for Disease Control and Prevention (CDC) on PK-12 Education Health and Safety in Schools

### **Communications**

- Clear, concise and timely information will be communicated from Central Office and the schools to students, staff, and families on a regular basis.
- For communication and organization purposes, teachers and school administrators may continue to use learning management systems (LMS) such as SeeSaw, Google Classroom, or Schoology, as well as GPS email, the GPS website, Remind, PowerSchool and School Messenger.

### **Remote learning for students due to COVID-19 quarantine or school closure (emergency/weather):**

- An assigned building substitute will provide mini lessons that can be accessed by quarantined remote learners on zoom (or other live streaming technology). Students will also receive communications and assignments through the LMS, supported by their building substitute teacher, a tutor, an interventionist and/or their teacher.
- Remote learning due to school closure (emergency/weather) will be provided by the teacher(s), tutors, interventionists, and/or special educator and can be a blend of asynchronous and synchronous learning.
- The use of exemplar lessons, like those from Teachers' College Reading Writing Project, Khan Academy, Mystery Science, etc. can also be utilized for both in-person and remote learners.

### **Attendance**

- Students will attend school for full in-person learning unless they are ill or have an excused absence.
- At the secondary level, attendance will be monitored daily and by period in accordance with the district attendance policy for in-person learners. If a student is not present at school they will be marked as absent, according to the district policy.
- At the elementary level, attendance will be monitored daily, in the morning and afternoon, in accordance with the district attendance policy for in-person learners. If a student is not present at school they will be marked absent according to the district policy.
- Quarantine students will be moved to remote learning for the period of quarantine only.
- Quarantined remote learner attendance will be monitored daily using attendance in zoom mini lessons, check-ins, and/or completion of required assignments.

- District policy for vacations will also be in effect, and students will be marked absent if they are on vacation on a scheduled school day.

Groton School District Attendance Policy:

<https://www.boardpolicyonline.com/bl/?b=groton#&&hs=220700>

## Groton Public Schools

Date prep: 6/17/21 4:14 PM									
FY21 Budget Summary Review									
Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 06/16/2021	Under/(Over)
<b>Salaries</b>									
1 Administrators	105-108	4,642,710	4,513,885	370,304	4,884,188	(241,478)	(5.2%)	4,723,586	(80,876)
2 Teachers	101-104,109,123-127	34,415,719	27,586,293	6,217,353	33,803,646	612,073	1.8%	34,105,827	309,892
3 Non-Cert Aides	110-111,130-131,136,139	3,578,209	3,282,254	0	3,282,254	295,955	8.3%	3,550,841	27,368
4 Substitute - Cert & Non-Cert	120-121	979,580	700,402	0	700,402	279,178	28.5%	808,916	170,664
5 Clerical	112-114,132-134,144	1,876,870	1,792,257	2,700	1,794,957	81,913	4.4%	1,910,126	(33,256)
6 Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,563,841	3,152,834	11,550	3,164,384	399,457	11.2%	3,514,607	49,234
7 Campus Security/Supervision	126	146,610	170,046	0	170,046	(23,436)	(16.0%)	175,724	(29,114)
8 <b>Total Salaries</b>	<b>100</b>	<b>49,203,539</b>	<b>41,197,971</b>	<b>6,601,905</b>	<b>47,799,876</b>	<b>1,403,663</b>	<b>2.9%</b>	<b>48,789,627</b>	<b>413,912</b>
<b>Benefits</b>									
9 Health Insurance	201-202	7,965,817	7,811,678	0	7,811,678	154,139	1.9%	8,443,421	(477,604)
10 Workers Comp & Town Pension	211,213	927,138	930,679	0	930,679	(3,541)	(0.4%)	930,679	(3,541)
11 Social Security & Medicare	212,214	1,433,611	1,327,256	0	1,327,256	106,355	7.4%	1,420,156	13,455
12 Other Benefits	222-227	129,157	365,315	14,000	379,315	(250,158)	(193.7%)	434,769	(305,612)
13 <b>Total Benefits</b>	<b>200</b>	<b>10,455,723</b>	<b>10,434,928</b>	<b>14,000</b>	<b>10,448,928</b>	<b>6,795</b>	<b>0.1%</b>	<b>11,229,025</b>	<b>(773,302)</b>
<b>Purchased Services</b>									
14 Instructional Services	321-324	153,921	136,187	21,760	157,947	(4,026)	(2.6%)	174,614	(20,693)
15 Professional Services	331	261,078	309,094	9,669	318,763	(57,685)	(22.1%)	320,221	(59,143)
16 Other Prof Services	332	600,634	515,226	150,102	665,328	(64,694)	(10.8%)	680,260	(79,626)
17 OT & PT Services	333	665,591	190,105	528,506	718,611	(53,020)	(8.0%)	718,611	(53,020)
18 Legal	334	70,000	66,246	17,000	83,246	(13,246)	(18.9%)	83,246	(13,246)
19 Athletic Officials & Other Athletic Serv	341-342	77,676	34,982	15,499	50,481	27,195	35.0%	50,481	27,195
20 Computer Network Services	343	139,235	114,006	5,025	119,031	20,204	14.5%	119,031	20,204
21 <b>Total Purchased Services</b>	<b>300</b>	<b>1,968,135</b>	<b>1,365,847</b>	<b>747,560</b>	<b>2,113,407</b>	<b>(145,272)</b>	<b>(7.4%)</b>	<b>2,146,464</b>	<b>(178,329)</b>
<b>Property Services</b>									
22 Water & Sewer	410-411	99,801	70,398	7,512	77,910	21,891	21.9%	78,122	21,679
23 Trash & Snow Removal	421-422	156,600	61,662	44,290	105,952	50,648	32.3%	105,952	50,648
24 Repair/Maintenance	430-435,490-491,499	486,970	357,224	41,300	398,524	88,446	18.2%	415,363	71,607
25 Rental	441	124,442	86,072	16,794	102,866	21,576	17.3%	102,866	21,576
26 <b>Total Property Services</b>	<b>400</b>	<b>867,813</b>	<b>575,356</b>	<b>109,896</b>	<b>685,252</b>	<b>182,561</b>	<b>21.0%</b>	<b>702,303</b>	<b>165,510</b>
<b>Transportation, Insurance, Communications, Tuition</b>									
27 Transportation: Schools	510-513	4,855,917	3,872,908	795,453	4,668,361	187,556	3.9%	4,785,444	70,473
28 Transportation: Student Activities	587-596	176,589	12,197	20,064	32,262	144,327	81.7%	32,262	144,327
29 Transportation: Staff	580-584	124,941	25,398	145	25,543	99,398	79.6%	28,128	96,813
30 Insurance	522,525	302,400	327,238	0	327,238	(24,838)	(8.2%)	327,238	(24,838)
31 Communications	530-552	124,735	133,706	18,765	152,471	(27,736)	(22.2%)	176,872	(52,137)
32 Tuition: Special Education	561-563,568	4,481,290	3,450,509	491,514	3,942,023	539,267	12.0%	4,060,951	420,339
33 Tuition: Other	564-567	1,484,839	1,344,390	0	1,344,390	140,449	9.5%	1,344,390	140,449
34 <b>Total Trans, Ins, Comm, Tuition</b>	<b>500</b>	<b>11,550,711</b>	<b>9,166,345</b>	<b>1,325,941</b>	<b>10,492,286</b>	<b>1,058,425</b>	<b>9.2%</b>	<b>10,755,283</b>	<b>795,428</b>
<b>Supplies</b>									
35 Instructional Supplies	601-609,613-619,622-623,628	468,326	259,806	185,504	445,310	23,016	4.9%	570,758	(102,432)
36 Computer Supplies	610-612	642,796	504,041	11,376	515,417	127,379	19.8%	525,417	117,379
37 Electricity & Heating	631-633	1,344,801	1,279,859	98,962	1,378,821	(34,020)	(2.5%)	1,387,134	(42,333)
38 Transportation Supplies	634,656	247,010	204,288	0	204,288	42,722	17.3%	214,406	32,604
39 Textbooks & Library Books	640-642,645,647	121,597	71,097	62,063	133,160	(11,563)	(9.5%)	133,160	(11,563)
40 Facility/Maintenance Supplies	650,652-655,657,659	320,220	277,789	38,037	315,826	4,394	1.4%	375,826	(55,606)
41 Other Supplies (staff dev, PPE, etc)	621,624-627,690	72,762	214,666	33,844	248,511	(175,749)	(241.5%)	249,683	(176,921)
42 <b>Total Supplies</b>	<b>600</b>	<b>3,217,512</b>	<b>2,811,548</b>	<b>429,786</b>	<b>3,241,333</b>	<b>(23,821)</b>	<b>(0.7%)</b>	<b>3,456,385</b>	<b>(238,873)</b>
<b>Equipment</b>									
43 Instructional Equipment	730,735	64,504	83,279	66,896	150,175	(85,671)	(132.8%)	155,996	(91,492)
44 Non-Instructional Equip	731,736	26,312	70,448	7,167	77,615	(51,303)	(195.0%)	121,383	(95,071)
45 <b>Total Equipment</b>	<b>700</b>	<b>90,816</b>	<b>153,726</b>	<b>74,063</b>	<b>227,789</b>	<b>(136,973)</b>	<b>(150.8%)</b>	<b>277,378</b>	<b>(186,562)</b>
46 <b>Total Dues &amp; Fees</b>	<b>800</b>	<b>83,841</b>	<b>72,872</b>	<b>0</b>	<b>72,872</b>	<b>10,969</b>	<b>13.1%</b>	<b>72,872</b>	<b>10,969</b>
47 <b>GRAND TOTAL</b>		<b>77,438,090</b>	<b>65,778,593</b>	<b>9,303,151</b>	<b>75,081,744</b>	<b>2,356,346</b>	<b>3.0%</b>	<b>77,429,338</b>	<b>8,752</b>



# Groton Public Schools

Date prep: 6/17/21 4:14 PM FY21 Budget Summary Review

Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 06/16/2021	Under/(Over)
<b>Salaries</b>									
<b>Administrators</b>									
48 Admin	105	1,053,227	1,056,883	232,869	1,289,752	(236,525)	(22.5%)	1,129,149	(75,922)
49 Principals	106	1,256,347	1,227,590	48,205	1,275,795	(19,448)	(1.5%)	1,275,795	(19,448)
50 Asst. Principals	107	1,956,027	1,948,063	77,418	2,025,481	(69,454)	(3.6%)	2,025,481	(69,454)
51 Dean/6-12 Coordinators	108	377,109	281,349	11,812	293,161	83,948	22.3%	293,161	83,948
52		4,642,710	4,513,885	370,304	4,884,188	(241,478)	(5.2%)	4,723,586	(80,876)
<b>Teachers</b>									
53 Classroom Teachers	101 & 119	24,172,827	19,332,110	4,515,531	23,847,641	325,186	1.3%	24,113,876	58,951
54 Sp.Ed Certified	102	7,462,674	5,914,851	1,359,306	7,274,156	188,518	2.5%	7,274,156	188,518
55 Media Specialist	103	730,616	590,343	140,273	730,616	0	0.0%	730,616	-
56 Guidance	104	1,088,601	867,160	199,980	1,067,140	21,461	2.0%	1,067,140	21,461
57 Athletic Director	109	11,769	11,806	2,263	14,069	(2,300)	(19.5%)	14,069	(2,300)
58 Summer School	123	8,206	41,771	0	41,771	(33,565)	(409.0%)	41,771	(33,565)
59 Adult Ed	124	39,905	43,744	0	43,744	(3,839)	(9.6%)	46,244	(6,339)
60 Tutors	125	478,270	395,355	0	395,355	82,915	17.3%	428,800	49,470
61 Coach Stipends	126	344,247	317,257	0	317,257	26,990	7.8%	317,257	26,990
62 Other Student Activities	127	78,604	71,898	0	71,898	6,706	8.5%	71,898	6,706
63		34,415,719	27,586,293	6,217,353	33,803,646	612,073	1.8%	34,105,827	309,892
<b>Non-Cert Aides</b>									
64 Reg.Ed Teacher Aides - Kindergarten	110 & 130	393,049	299,755	0	299,755	93,294	23.7%	396,853	(3,804)
65 Sp.Ed Aides - Para I	111	758,192	681,430	0	681,430	76,762	10.1%	781,648	(23,456)
66 Sp.Ed Aides - Para II	131	2,012,619	2,011,964	0	2,011,964	655	0.0%	2,075,736	(63,117)
67 School Bus Aides	136	402,029	276,201	0	276,201	125,828	31.3%	283,701	118,328
68 Other Aides	139	12,320	12,904	0	12,904	(584)	(4.7%)	12,904	(584)
69		3,578,209	3,282,254	0	3,282,254	295,955	8.3%	3,550,841	27,368
<b>Substitute</b>									
70 Substitute Sp.Ed Certified	121	82,989	12,773	0	12,773	70,216	84.6%	71,288	11,701
71 Substitute Reg.Ed Certified	120	896,591	687,628	0	687,628	208,963	23.3%	737,628	158,963
72		979,580	700,402	0	700,402	279,178	28.5%	808,916	170,664
<b>Clerical</b>									
73 Clerical	112'113'114'132'133'134'143'144	1,876,870	1,792,257	2,700	1,794,957	81,913	4.4%	1,910,126	(33,256)
<b>Custodial/Maintenance/Techs</b>									
74 Custodial	117 & 137	1,938,622	1,686,013	2,825	1,688,838	249,784	12.9%	1,871,076	67,546
75 Maintenance	118 & 138	813,603	724,513	2,857	727,370	86,233	10.6%	813,731	(128)
76 Technicians	129 & 149	705,116	697,349	5,868	703,217	1,899	0.3%	762,041	(56,925)
77 Custodial Overtime	147	87,200	32,751	0	32,751	54,449	62.4%	52,320	34,880
78 Maintenance Overtime	148	19,300	12,208	0	12,208	7,092	36.7%	15,440	3,860
79		3,563,841	3,152,834	11,550	3,164,384	399,457	11.2%	3,514,607	49,234
<b>Security</b>									
80 Security/Supervision	128	146,610	170,046	0	170,046	(23,436)	(16.0%)	175,724	(29,114)
81 Total Salaries		49,203,539	41,197,971	6,601,905	47,799,876	1,403,663	2.9%	48,789,627	413,912
<b>Benefits</b>									
<b>Health Insurance</b>									
82 Group Ins. Prof	201	6,096,027	6,398,591	0	6,398,591	(302,564)	(5.0%)	6,804,887	(708,860)
83 Group Ins. Other	202	1,869,790	1,413,087	0	1,413,087	456,703	24.4%	1,638,534	231,256
84		7,965,817	7,811,678	0	7,811,678	154,139	1.9%	8,443,421	(477,604)
<b>Workers Comp &amp; Town Pension</b>									
85 Worker's Compensation	211	515,238	518,779	0	518,779	(3,541)	(0.7%)	518,779	(3,541)
86 Town Pension	213	411,900	411,900	0	411,900	0	0.0%	411,900	-
87		927,138	930,679	0	930,679	(3,541)	(0.4%)	930,679	(3,541)
<b>Social Security &amp; Medicare</b>									
88 Social Security	212	720,155	666,624	0	666,624	53,531	7.4%	712,387	7,768
89 Medicare	214	713,456	660,632	0	660,632	52,824	7.4%	707,769	5,687
90		1,433,611	1,327,256	0	1,327,256	106,355	7.4%	1,420,156	13,455
<b>Other Employee Benefits</b>									
91 Retirement Awards	222	1,657	110,515	0	110,515	(108,858)	(6569.6%)	155,969	(154,312)
92 Unemployment	223	50,000	99,337	14,000	113,337	(63,337)	(126.7%)	113,337	(63,337)
93 Tuition Reimb Certified	224	76,000	145,463	0	145,463	(69,463)	(91.4%)	155,463	(79,463)
95 Mentor Stipend	227	1,500	10,000	0	10,000	(8,500)	(566.7%)	10,000	(8,500)
96		129,157	365,315	14,000	379,315	(250,158)	(193.7%)	434,769	(305,612)
97 Total Benefits		10,455,723	10,434,928	14,000	10,448,928	6,795	0.1%	11,229,025	(773,302)

# Groton Public Schools

Date prep:	FY21 Budget Summary Review
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Account	Object #s	FY21 Budget 2020-2021	Expenditures	Encumbered	FY21 Actual Total	Remaining Balance	%	FY21 Estimate 06/16/2021	Under/(Over)
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## Purchased Services

### Instructional Services

98 Instructional Services	321 & 323	112,421	107,191	125	107,316	5,105	4.5%	107,316	5,105
99 Instruct Improvement Services	322 & 324	41,500	28,996	21,635	50,631	(9,131)	(22.0%)	67,298	(25,798)
100		153,921	136,187	21,760	157,947	(4,026)	(2.6%)	174,614	(20,693)

### Professional Services

101 Professional Services	331	261,078	309,094	9,669	318,763	(57,685)	(22.1%)	320,221	(59,143)
102 Other Professional Services	332	600,634	515,226	150,102	665,328	(64,694)	(10.8%)	680,260	(79,626)
103 OT & PT Services	333	665,591	190,105	528,506	718,611	(53,020)	(8.0%)	718,611	(53,020)
104 Legal Services	334	70,000	66,246	17,000	83,246	(13,246)	(18.9%)	83,246	(13,246)
105		1,597,303	1,080,672	705,276	1,785,948	(188,645)	(11.8%)	1,802,338	(205,035)

### Athletic Officials & Other Athletic Services

106 Athletic Officials	341	64,776	27,084	10,189	37,274	27,502	42.5%	37,274	27,502
107 Other Athletic Services	342	12,900	7,898	5,310	13,208	(308)	(2.4%)	13,208	(308)
108		77,676	34,982	15,499	50,481	27,195	35.0%	50,481	27,195

### Computer Network Services

109 Computer Network Services	343	139,235	114,006	5,025	119,031	20,204	14.5%	119,031	20,204
110 Total Purchased Services		1,968,135	1,365,847	747,560	2,113,407	(145,272)	(7.4%)	2,146,464	(178,329)

## Property Services

### Water/Sewer

111 Water	410	65,527	44,445	4,762	49,207	16,320	24.9%	49,419	16,108
112 Sewer	411	34,274	25,953	2,750	28,703	5,571	16.3%	28,703	5,571
113		99,801	70,398	7,512	77,910	21,891	21.9%	78,122	21,679

### Trash & Snow Removal

114 Trash Removal	421	86,600	61,662	17,225	78,887	7,713	8.9%	78,887	7,713
115 Snow Removal	422	70,000	0	27,065	27,065	42,935	61.3%	27,065	42,935
116		156,600	61,662	44,290	105,952	50,648	32.3%	105,952	50,648

### Repair/Maintenance

117 Equipment Repairs	430	115,719	70,888	5,430	76,318	39,401	34.0%	92,767	22,952
118 Grounds Repairs	431	170,017	165,410	11,326	176,736	(6,719)	(4.0%)	176,736	(6,719)
119 General Bldg Repairs	432	50,912	9,110	560	9,670	41,242	81.0%	9,670	41,242
120 Painting	433	10,000	31,300	0	31,300	(21,300)	(213.0%)	31,300	(21,300)
121 Heat & Plumbing	434	46,063	17,763	14,972	32,735	13,328	28.9%	32,735	13,328
122 Electrical	435	11,947	8,082	0	8,082	3,865	32.4%	8,082	3,865
123 Extermination Services	490	12,268	12,107	638	12,744	(476)	(3.9%)	12,744	(476)
124 Bldg Fire Protection	491	45,898	24,375	7,734	32,109	13,789	30.0%	32,499	13,399
125 Bldg Safety Services	492	0	0	0	0	0		-	-
126 Other Purch Services	499	24,146	18,191	640	18,831	5,315	22.0%	18,831	5,315
127		486,970	357,224	41,300	398,524	88,446	18.2%	415,363	71,607

### Rental

128 Rental	441	124,442	86,072	16,794	102,866	21,576	17.3%	102,866	21,576
129 Total Property Services		867,813	575,356	109,896	685,252	182,561	21.0%	702,303	165,510

## Transportation, Insurance, Communications, Tuition

### Transportation: Schools

130 Reg.Ed Pupil Transportation	510 & 516	2,877,836	2,434,039	661,766	3,095,805	(217,969)	(7.6%)	3,105,805	(227,969)
131 Sp.Ed - Trans - STA	511	1,063,596	900,963	76,000	976,963	86,633	8.1%	1,076,963	(13,367)
132 Sp.Ed - Trans - Curtin	512	902,235	537,906	57,687	595,593	306,642	34.0%	602,676	299,559
133 Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	-	12,250
134		4,855,917	3,872,908	795,453	4,668,361	187,556	3.9%	4,785,444	70,473

### Transportation: Other

135 Transportation - Athletics	587	106,430	11,307	17,659	28,967	77,463	72.8%	28,967	77,463
136 Transportation - Field Trips	588	51,553	150	1,250	1,400	50,153	97.3%	1,400	50,153
137 Entry Fees - Athletics	591 & 592	13,216	740	1,155	1,895	11,321	85.7%	1,895	11,321
138 Admission Fees	595	5,390	0	0	0	5,390	100.0%	-	5,390
140		176,589	12,197	20,064	32,262	144,327	81.7%	32,262	144,327

### Transportation: Staff

141 Travel - Education	580 & 581	8,800	241	0	241	8,559	97.3%	737	8,063
142 Travel - Admin	582 & 583	30,300	21,594	0	21,594	8,706	28.7%	21,648	8,652
143 Travel - Conferences	584	85,841	3,563	145	3,708	82,133	95.7%	5,743	80,098
144		124,941	25,398	145	25,543	99,398	79.6%	28,128	96,813

### Liability & Accident Insurance

145 Liability Insurance	522	286,374	312,828	0	312,828	(26,454)	(9.2%)	312,828	(26,454)
146 Accident Insurance	525	16,026	14,410	0	14,410	1,616	10.1%	14,410	1,616
147		302,400	327,238	0	327,238	(24,838)	(8.2%)	327,238	(24,838)

**Groton Public Schools**

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<b>Communications</b>									
148 Telephone, Telephone Repairs	530	68,810	110,024	2,700	112,724	(43,914)	(63.8%)	135,624	(66,814)
149 Postage	531	39,425	12,351	10,124	22,474	16,951	43.0%	22,474	16,951
150 Advertisement	540	5,000	6,545	1,259	7,804	(2,804)	(56.1%)	7,804	(2,804)
151 Minorly Recruitment	541	0	499	0	499	(499)		1,999	(1,999)
152 Printing Admin	550	7,500	3,888	1,631	5,518	1,982	26.4%	5,518	1,982
153 School Publications	551 & 552	4,000	400	3,052	3,452	548	13.7%	3,452	548
154		124,735	133,706	18,765	152,471	(27,736)	(22.2%)	176,872	(52,137)
<b>Tuition: Special Education</b>									
155 Sp.Ed Vocational	561	461,250	285,467	56,855	342,322	118,928	25.8%	461,250	-
156 Sp.Ed BoE Placements	562	2,447,750	1,902,101	247,317	2,149,418	298,332	12.2%	2,149,418	298,332
157 Sp.Ed State Placements	563	600,000	490,394	72,751	563,145	36,855	6.1%	563,145	36,855
158 Sp.Ed Magnet Choice	568	972,290	772,547	114,591	887,138	85,152	8.8%	887,138	85,152
159		4,481,290	3,450,509	491,514	3,942,023	539,267	12.0%	4,060,951	420,339
<b>Tuition: Other</b>									
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	1,035,045	0	1,035,045	113,910	9.9%	1,035,045	113,910
162 Vo Ag Reg Ed Tuition	567	125,884	102,345	0	102,345	23,539	18.7%	102,345	23,539
163		1,484,839	1,344,390	0	1,344,390	140,449	9.5%	1,344,390	140,449
164 Total Transportation, Insurance, Communication, Tuition		11,550,711	9,166,345	1,325,941	10,492,286	1,058,425	9.2%	10,755,283	795,428
<b>Supplies</b>									
<b>Instructional Supplies</b>									
165 General Classroom	601	101,351	47,630	95,108	142,738	(41,387)	(40.8%)	265,000	(163,649)
166 Science	602	21,150	7,180	5,725	12,905	8,245	39.0%	15,326	5,824
167 Arts & Crafts	603	20,350	10,393	4,507	14,900	5,450	26.8%	14,900	5,450
168 Phys. Ed	604	12,400	5,583	1,832	7,415	4,985	40.2%	7,415	4,985
169 Music	605	18,850	6,758	752	7,510	11,340	60.2%	7,510	11,340
170 Kindergarten	606	5,800	2,620	0	2,620	3,180	54.8%	2,620	3,180
171 Pupil Tests	607	70,225	71,292	3,869	75,161	(4,936)	(7.0%)	75,161	(4,936)
172 Tech. Ed	609	7,500	3,411	5,862	9,273	(1,773)	(23.6%)	9,273	(1,773)
173 Home Ec Supplies	613	12,700	6,646	314	6,959	5,741	45.2%	6,959	5,741
174 Sp.Ed Supplies	615	54,800	33,512	20,432	53,944	856	1.6%	54,710	90
175 Athletic Supplies	616	81,475	48,497	34,499	82,996	(1,521)	(1.9%)	82,996	(1,521)
176 Math Supplies	617	11,250	8,785	4,104	12,889	(1,639)	(14.6%)	12,889	(1,639)
177 Health Supplies	618	1,700	0	0	0	1,700	100.0%	-	1,700
178 Other Supplies	619	2,500	1,335	0	1,335	1,165	46.6%	1,335	1,165
179 Health Serv Pathogen	622	6,250	2,136	2,898	5,034	1,216	19.5%	5,034	1,216
180 School Library Supplies	623	4,950	2,050	2,147	4,197	753	15.2%	4,197	753
181 Food, Drink, Snacks	628	35,075	2,579	1,022	3,601	31,474	89.7%	3,601	31,474
182 Distance Learning Supplies	691	0	(600)	2,432	1,832	(1,832)		1,832	(1,832)
183		468,326	259,806	185,504	445,310	23,016	4.9%	570,758	(102,432)
<b>Computer Supplies</b>									
184 Computer Supplies	610 & 611	110,900	62,534	10,115	72,649	38,251	34.5%	82,649	28,251
185 Software	612	531,896	441,508	1,261	442,768	89,128	16.8%	442,768	89,128
186		642,796	504,041	11,376	515,417	127,379	19.8%	525,417	117,379
<b>Electricity &amp; Heating</b>									
187 Electricity	631	905,538	823,109	72,289	895,398	10,140	1.1%	895,516	10,022
188 Propane/Natural Gas	632	229,751	261,600	26,673	288,273	(58,522)	(25.5%)	296,468	(66,717)
189 Heating Oil	633	209,512	195,150	0	195,150	14,362	6.9%	195,150	14,362
190		1,344,801	1,279,859	98,962	1,378,821	(34,020)	(2.5%)	1,387,134	(42,333)
<b>Transportation Supplies</b>									
191 Diesel for School Buses	634	205,430	184,329	0	184,329	21,101	10.3%	192,785	12,645
192 Gas for Maintenance	656	41,580	19,959	0	19,959	21,621	52.0%	21,621	19,959
193		247,010	204,288	0	204,288	42,722	17.3%	214,406	32,604
<b>Textbooks &amp; Library Books</b>									
194 Textbooks	640	86,796	54,771	49,898	104,669	(17,873)	(20.6%)	104,669	(17,873)
195 Workbooks	641	12,910	9,110	630	9,740	3,170	24.6%	9,740	3,170
196 Textbook Rebind	642	450	0	0	0	450	100.0%	-	450
197 Library Books	645	18,391	6,604	11,354	17,958	433	2.4%	17,958	433
198 Periodicals	647	3,050	612	180	793	2,257	74.0%	793	2,257
199		121,597	71,097	62,063	133,160	(11,563)	(9.5%)	133,160	(11,563)

**Groton Public Schools**

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<b>Facility/Maintenance Supplies</b>									
200 Equipment Repair	650	28,660	31,925	406	32,331	(3,671)	(12.8%)	47,331	(18,671)
201 Grounds Supplies	651	18,675	28,290	168	28,458	(9,783)	(52.4%)	28,458	(9,783)
202 General Bldg Repair	652	66,430	40,308	2,541	42,849	23,581	35.5%	42,849	23,581
203 Painting	653	2,500	8,721	444	9,165	(6,665)	(266.6%)	9,165	(6,665)
204 Heat & Plumbing	654	33,720	36,942	29,779	66,721	(33,001)	(97.9%)	66,721	(33,001)
205 Electrical	655	29,950	43,212	1,029	44,241	(14,291)	(47.7%)	44,241	(14,291)
206 Safety Supplies	657 & 659	11,985	23,116	332	23,448	(11,463)	(95.6%)	23,448	(11,463)
207 Custodial Supplies	658	128,300	65,275	3,338	68,613	59,687	46.5%	113,613	14,687
208		320,220	277,789	38,037	315,826	4,394	1.4%	375,826	(55,606)
<b>Other Supplies</b>									
209 Sup Serv Guid Imp Ins	621	21,500	12,293	1,727	14,020	7,480	34.8%	15,028	6,472
210 Audio Visual	624 & 625	7,402	1,634	112	1,746	5,656	76.4%	1,746	5,656
211 General Admin Supplies	626	13,360	8,403	1,676	10,079	3,281	24.6%	10,243	3,117
212 School Admin Supplies	627	11,250	29,614	10,003	39,616	(28,366)	(252.1%)	39,616	(28,366)
213 Professional Materials	690	19,250	8,249	16,913	25,162	(5,912)	(30.7%)	25,162	(5,912)
214 Personal Protective Equipment	692 & 693	0	154,473	3,414	157,887	(157,887)		157,887	(157,887)
215		72,762	214,666	33,844	248,511	(175,749)	(241.5%)	249,683	(176,921)
216 Total Supplies		3,217,512	2,811,548	429,786	3,241,333	(23,821)	(0.7%)	3,456,385	(238,873)
<b>Equipment</b>									
<b>Instructional Equipment</b>									
217 Replace Instr Equip	730	29,770	37,074	3,134	40,208	(10,438)	(35.1%)	43,619	(13,849)
218 Add Instr Equipment	735	34,734	46,204	63,762	109,966	(75,232)	(216.6%)	112,376	(77,642)
219		64,504	83,278	66,896	150,175	(85,671)	(132.8%)	155,996	(91,492)
<b>Non-Instructional Equipment</b>									
220 Replace Non-Instr Equipment	731	25,000	4,669	4,520	9,189	15,811	63.2%	52,957	(27,957)
221 Add Non-Instr Equipment	736	1,312	65,779	2,647	68,426	(67,114)	(5115.4%)	68,426	(67,114)
222		26,312	70,448	7,167	77,615	(51,303)	(195.0%)	121,383	(95,071)
223 Total Equipment		90,816	153,726	74,063	227,789	(136,973)	(150.8%)	277,378	(186,562)
<b>Dues - Fees</b>									
<b>Dues/Fees</b>									
224 Dues BoE	810	25,541	20,591	0	20,591	4,950	19.4%	20,591	4,950
225 General Admin Dues	811	15,950	15,790	0	15,790	160	1.0%	15,790	160
226 School Admin Dues	812	37,465	33,490	0	33,490	3,975	10.6%	33,490	3,975
227 Other Dues	819	4,885	3,001	0	3,001	1,884	38.6%	3,001	1,884
228 Total Dues/Fees		83,841	72,872	0	72,872	10,969	13.1%	72,872	10,969
229 Grand Total		77,438,090	65,778,593	9,303,151	75,081,744	2,356,346	3.0%	77,429,338	8,752

# Cost vs Budget Dashboard - data through April 2021

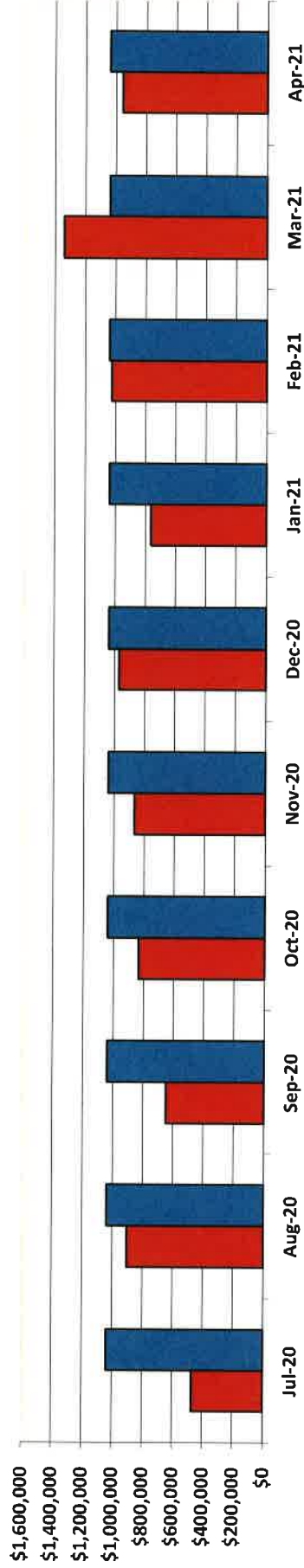
## BOE Groups Active & Retired

Self Insured - All Coverages All Enrollees															
Claim/Admin. Cost															
Date	Lives	Net Medical Paid		Rx Paid Claims	Dental Paid Claims	Total Net Paid Claims	Total Fixed Costs	Total Cost	BOE Monthly Budget*	Variance - Total Cost vs BOE Budget		Actual/Estimated BOE Budget			
		Claims								Budget					
Jul-20	595	\$265,817	\$83,219	\$27,896	\$376,933	\$94,825	\$471,758	\$1,037,603	(\$565,845)		45.5%				
Aug-20	595	\$648,562	\$119,454	\$40,991	\$809,007	\$94,825	\$903,832	\$1,037,603	(\$133,770)		87.1%				
Sep-20	590	\$412,146	\$119,082	\$24,586	\$555,814	\$94,172	\$649,985	\$1,037,603	(\$387,617)		62.6%				
Oct-20	588	\$557,146	\$152,929	\$28,930	\$739,004	\$93,910	\$832,915	\$1,037,603	(\$204,688)		80.3%				
Nov-20	586	\$622,713	\$123,726	\$24,638	\$771,077	\$93,649	\$864,726	\$1,037,603	(\$172,876)		83.3%				
Dec-20	584	\$696,012	\$152,455	\$27,802	\$876,269	\$93,388	\$969,657	\$1,037,603	(\$67,946)		93.5%				
Jan-21	583	\$479,103	\$162,555	\$28,940	\$670,599	\$93,257	\$763,855	\$1,037,603	(\$273,747)		73.6%				
Feb-21	583	\$742,479	\$170,246	\$17,636	\$930,361	\$93,257	\$1,023,617	\$1,037,603	(\$13,985)		98.7%				
Mar-21	581	\$1,051,581	\$192,607	\$2,540	\$1,246,728	\$92,995	\$1,339,724	\$1,037,603	\$302,121		129.1%				
Apr-21	581	\$664,852	\$196,774	\$74	\$861,700	\$92,995	\$954,696	\$1,037,603	(\$82,907)		92.0%				
May-21															
Jun-21															
YTD	5866	\$6,140,412	\$1,473,048	\$224,032	\$7,837,492	\$937,273	\$8,774,765	\$10,376,026	(\$1,601,260)		84.6%				

### Budget vs. Actual Cost

### Actual vs Budget

Actual Cost Budgeted Cost



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

## FY22 Proposed tuition rates for non-Groton resident students

	FY2020-2021 Tuition Rates	FY2019-2020 Cost per pupil	Anticipated add'l cost per pupil	Proposed FY2021-2022 Tuition Rates
Pre-K	\$ 7,191	\$ 7,183	\$ 6,106	\$ 6,106
Elementary School	\$ 14,382	\$ 14,366	\$ 12,211	\$ 12,211
Middle School	\$ 15,804	\$ 14,857	\$ 12,628	\$ 12,628
High School	\$ 16,112	\$ 16,925	\$ 14,387	\$ 14,387

**ADDITIONAL COSTS****Special Education Program Costs**

Academy/NBA Program/Transition Academy  
 ABA Program  
 Multiple Disabilities Program

\$ 29,293 - 30,890
\$ 29,213
\$ 26,938

\$ 31,006
\$ 29,508
\$ 27,259

**Regular Education Program Costs**

International Baccalaureate Diploma Program  
 AP Classes

\$ 3,868
Cost of test

\$ 2,210
Cost of test

**Additional Services**

OT/PT  
 Speech  
 Counseling/Social Skills  
 Resource Room

Add \$ 3,080
Add \$ 3,080
Add \$ 3,080
Add \$ 5,133

\$ 3,100
\$ 3,100
\$ 3,100
\$ 5,250

Evaluations

Use LEARN Student  
 Support Services  
 Fee Schedule

Use LEARN Student  
 Support Services  
 Fee Schedule