

**GROTON BOARD OF EDUCATION
REGULAR MEETING
AUGUST 23, 2021 @ 6:00 P.M.
REMOTE MEETING**

NOTE: In collaboration with the Town of Groton, Board of Education meetings are being held remotely via Zoom. Members of the public may view or listen to the meeting by following the below steps:

- 1) Using Google Chrome browser, go the www.grotonschools.org.
- 2) The Zoom meeting link can be found by clicking on the meeting under District Calendar.

Mission Statement: Our mission is teaching and learning.

Board Goals: In a richness of cultures and with a respect for all, (1) Provide Dynamic Rigorous Curriculum, (2) Ensure Effective and Engaging Instruction, and (3) Embrace Excellent Learning Environment.

AGENDA

I. CALL TO ORDER

- A. Pledge of Allegiance

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

- III. COMMENTS FROM CITIZENS RE: AGENDA ITEMS AND OTHER SUBJECTS OF CONCERN THAT LIE WITHIN THE JURISDICTION OF THE BOARD OF EDUCATION - This is the portion of the agenda where the Board welcomes comments from citizens. Each presentation should be limited to five minutes or less, and citizens should, if possible, submit written comments. Presentations should be related to matters pertinent to Groton. Board members will only ask questions in order to clarify the speaker's presentation and cannot respond during the Comments of Citizens' portion of the Board meeting. Citizens should make their presentations from the podium and state their names and addresses for the record.

IV. RESPONSE TO COMMENTS FROM CITIZENS

V. STUDENT REPRESENTATIVE REPORT

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

- A. Superintendent Report
1. Introduction of New Athletic Director
 2. Safe Return to School
 3. Update re: Diversity, Equity, and Inclusion

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS (Cont'd)

B. Reports and Information from the Staff

1. Assistant Superintendent Report
 - Update re: Summer Learning/Summer Curriculum Work
 - Review School Climate Survey
2. Business Manager Report
 - Object Code Summary FY22 (Attachment #1)
 - Health Insurance Report (Attachment #2)
3. Director of Buildings and Grounds
 - Update re: Facilities
 - Update re: Move to New Elementary Schools
4. Director of Human Resources
 - Update re: Summer Hiring

VII. COMMITTEE REPORTS

A. Policy

B. Curriculum

C. Finance/Facilities

D. Other

- Negotiations
- LEARN
- TCC/RTM/BOE Liaison
- AGSA/GEA/BOE Liaison
- Groton Scholarship
- Athletic Fields
- State Council on Educational Opportunities for Military Children

VIII. ACTION ITEMS

A. Consent Agenda – all matters listed under the Consent Agenda are considered to be routine and will be enacted by one motion. Points of clarification will be allowed.

1. Approval of the regular meeting minutes of July 26, 2021 (Attachment #3)
2. Approval of the special meeting minutes of August 9, 2021 (Attachment #4)

B. Old Business

C. New Business

1. Discussion and possible action re: a first reading of policy P4118.24 Conduct (Attachment #5).

MOTION: To approve policy P4118.24 Conduct as a first reading.

2. Discussion and possible action re: a first reading of policy P5145.52 Harassment (Attachment #6).

MOTION: To approve policy P5145.52 Harassment as a first reading.

VIII. ACTION ITEMS (Cont'd)

C. New Business (Cont'd)

3. Discussion and possible action re: the Safe Return to Schools Plan (ARP ESSER III)

MOTION: To approve the Safe Return to Schools Plan (ARP ESSER III).

4. Discussion and possible action re: the term of the superintendent's contract. (It is anticipated that this item will be held in executive session.)

MOTION: To approve the term of the superintendent's contract to coincide with the fiscal school year.

IX. INFORMATION AND PROPOSALS (Non-Action Items)

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

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

Sept 7	Special Finance/Facilities	Remote	5:00 p.m.
Sept 13	Special Policy	Remote	5:00 p.m.
	COW	Remote	6:00 p.m.
Sept 20	COW	Remote	6:00 p.m.
Sept 27	Regular	Remote	6:00 p.m.

Meetings w/Town Bodies:

Sept 1	Town & City Councils/RTM/BOE	Remote	5:30 p.m.
Sept 2	PSBC	Remote	6:00 p.m.
Sept 16	PSBC	Remote	6:00 p.m.

B. Suggested Agenda Items

XI. ADJOURNMENT

Groton Public Schools

Date prep: 8/19/21 8:51 AM		FY22 Budget Summary Review								
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 08/19/2021	Under/(Over)	
Salaries										
1	Administrators	105-109	4,761,290	713,371	4,117,913	4,831,284	(69,994)	(1.5%)	4,761,314	(24)
2	Teachers	101-104,123-127,151-152	35,196,226	89,745	193,719	283,464	34,912,762	99.2%	35,196,226	0
3	Non-Cert Aides	110-111,130-131,136,139	3,618,042	36,769	0	36,769	3,581,273	99.0%	3,618,042	0
4	Substitute - Cert & Non-Cert	120-121	996,774	5,245	0	5,245	991,529	99.5%	995,662	1,112
5	Clerical	112-114,132-134,144	1,893,198	198,145	60,576	258,721	1,634,477	86.3%	1,893,198	0
6	Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,549,251	399,016	259,176	658,192	2,891,059	81.5%	3,549,251	0
7	Campus Security/Supervision	128	149,542	4,039	0	4,039	145,503	97.3%	149,542	0
8	Total Salaries	100	50,164,323	1,446,329	4,631,384	6,077,714	44,086,609	87.9%	50,163,235	1,088
Benefits										
9	Health Insurance	201-202	7,059,237	1,082,251	0	1,082,251	5,976,986	84.7%	7,059,237	0
10	Workers Comp & Town Pension	211,213	952,114	0	0	0	952,114	100.0%	952,114	0
11	Social Security & Medicare	212,214	1,456,229	150,348	0	150,348	1,305,881	89.7%	1,457,048	(819)
12	Other Benefits	222-227	152,500	34,935	0	34,935	117,565	77.1%	152,775	(275)
13	Total Benefits	200	9,620,080	1,267,534	0	1,267,534	8,352,546	86.8%	9,621,174	(1,094)
Purchased Services										
14	Instructional Services	321-324	170,099	639	630	1,269	168,830	99.3%	170,723	(624)
15	Professional Services	331	254,739	157,086	22,830	179,916	74,823	29.4%	255,079	(340)
16	Other Prof Services	332	608,971	9,600	12,549	22,149	586,822	96.4%	608,971	0
17	OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	0
18	Legal	334	70,350	0	0	0	70,350	100.0%	70,350	0
19	Athletic Officials & Other Athletic Serv	341-342	75,350	0	0	0	75,350	100.0%	75,350	0
20	Computer Network Services	343	148,773	9,563	89,994	99,557	49,216	33.1%	148,773	0
21	Total Purchased Services	300	1,999,627	179,093	136,605	315,699	1,683,928	84.2%	2,000,591	(964)
Property Services										
22	Water & Sewer	410-411	99,801	1,473	0	1,473	98,328	98.5%	99,801	0
23	Trash & Snow Removal	421-422	136,600	5,272	84,949	90,221	46,379	34.0%	140,221	(3,621)
24	Repair/Maintenance	430-435,490-491,499	479,183	117,416	43,550	160,966	318,217	66.4%	477,856	1,327
25	Rental	441	132,605	7,252	17,232	24,483	108,122	81.5%	132,605	0
26	Total Property Services	400	848,189	131,412	145,732	277,143	571,046	67.3%	850,483	(2,294)
Transportation, Insurance, Communications, Tuition										
27	Transportation: Schools	510-513	5,211,674	186,863	0	186,863	5,024,811	96.4%	5,211,674	0
28	Transportation: Student Activities	587-596	194,418	0	140	140	194,278	99.9%	194,418	0
29	Transportation: Staff	580-584	116,920	3,615	0	3,615	113,305	96.9%	116,230	680
30	Insurance	522,525	340,321	14,410	0	14,410	325,911	95.8%	340,321	0
31	Communications	530-552	134,317	20,389	3,943	24,332	109,985	81.9%	134,324	(7)
32	Tuition: Special Education	561-563,568	4,481,290	1,593	0	1,593	4,479,698	100.0%	4,481,290	0
33	Tuition: Other	564-567	1,250,859	207,000	0	207,000	1,043,859	83.5%	1,247,859	3,000
34	Total Trans, Ins, Comm, Tuition	500	11,729,799	433,870	4,083	437,952	11,291,847	96.3%	11,726,116	3,683
Supplies										
35	Instructional Supplies	601-609,613-619,622-623,628	459,950	7,715	38,182	45,898	414,052	90.0%	459,059	891
36	Computer Supplies	610-612	288,106	315,656	72,864	388,520	(100,414)	(34.9%)	290,064	(1,958)
37	Electricity & Heating	631-633	1,461,070	124,521	25,402	149,923	1,311,147	89.7%	1,461,070	0
38	Transportation Supplies	634,656	170,435	9,996	1,521	11,518	158,917	93.2%	170,435	0
39	Textbooks & Library Books	640-642,645,647	106,175	0	9,266	9,266	96,909	91.3%	109,931	(3,756)
40	Facility/Maintenance Supplies	650,652-655,657,659	336,810	37,853	14,177	52,030	284,780	84.6%	336,010	800
41	Other Supplies (staff dev, PPE, etc)	621,624-627,690	87,490	1,741	5,296	7,037	80,453	92.0%	87,214	276
42	Total Supplies	600	2,910,036	497,483	166,709	664,191	2,245,845	77.2%	2,913,783	(3,747)
Equipment										
43	Instructional Equipment	730,735	67,201	0	306	306	66,895	99.5%	47,603	19,598
44	Non-Instructional Equip	731,736	10,000	1,653	12,877	14,530	(4,530)	(45.3%)	24,450	(14,450)
45	Total Equipment	700	77,201	1,653	13,182	14,835	62,366	80.8%	72,053	5,148
46	Total Dues & Fees	800	88,835	38,099	1,020	39,119	49,716	56.0%	89,111	(276)
47	GRAND TOTAL		77,438,090	3,995,472	5,098,715	9,094,187	68,343,903	88.3%	77,436,546	1,544

Groton Public Schools

Date prep: **8/10/21 8:51 AM** FY22 Budget Summary Review

Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)	
		2021-2022			Total			08/19/2021		
Salaries										
Administrators										
48	Administrators	105	1,143,399	172,547	1,033,447	1,205,994	(62,595)	(5.5%)	1,143,399	-
49	Principals	106	1,127,065	170,633	938,479	1,109,112	17,953	1.6%	1,127,065	-
50	Asst. Principals/Sp.Ed. Supv	107	2,191,406	337,842	1,868,889	2,206,731	(15,325)	(0.7%)	2,191,430	(24)
51	6-12 Curriculum Coordinators	108	171,203	26,339	144,864	171,203	(0)	(0.0%)	171,203	(0)
52	Athletic Director	109	128,217	6,011	132,233	138,243	(10,026)	(7.8%)	128,217	-
53			4,761,290	713,371	4,117,913	4,831,284	(69,994)	(1.5%)	4,761,314	(24)
Teachers										
54	Classroom Teachers	101 & 151	24,783,163	20,335	144,864	165,199	24,617,964	99.3%	24,783,163	-
55	Sp.Ed Certified	102	7,704,186	4,689	48,855	53,545	7,650,641	99.3%	7,704,186	-
56	Media Specialist	103	689,386	0	0	0	689,386	100.0%	689,386	-
57	Guidance	104	1,128,246	78	0	78	1,128,168	100.0%	1,128,246	-
58	Adult Ed	124	40,903	0	0	0	40,903	100.0%	40,903	-
59	Tutors	125 & 152	423,247	3,000	0	3,000	420,247	99.3%	423,247	-
60	Coach Stipends	126	347,709	0	0	0	347,709	100.0%	347,709	-
61	Other Student Activities	127	79,386	0	0	0	79,386	100.0%	79,386	-
62			35,196,226	89,745	193,719	283,464	34,912,762	99.2%	35,196,226	0
Non-Cert Aides										
63	Reg.Ed Aides - Kindergarten	110 & 130	412,952	136	0	136	412,816	100.0%	412,952	-
64	Sp.Ed Aides - Para I & Para II	111 & 131	2,782,766	828	0	828	2,781,938	100.0%	2,782,766	-
65	School Bus Aides	136	410,004	31,456	0	31,456	378,548	92.3%	410,004	-
66	Other Aides	139	12,320	4,349	0	4,349	7,972	64.7%	12,320	-
67			3,618,042	36,769	0	36,769	3,581,273	99.0%	3,618,042	0
Substitute										
68	Substitute Sp.Ed Certified	121	84,011	0	0	0	84,011	100.0%	78,766	5,245
69	Substitute Reg.Ed Certified	120	912,763	5,245	0	5,245	907,518	99.4%	916,896	(4,133)
70			996,774	5,245	0	5,245	991,529	99.5%	995,662	1,112
Clerical										
71	Clerical	112*113*114*132*133*134*143*144	1,893,198	198,145	60,576	258,721	1,634,477	86.3%	1,893,198	0
Custodial/Maintenance/Techs										
72	Custodial	117 & 137	1,887,198	192,625	63,385	256,010	1,631,188	86.4%	1,887,198	-
73	Maintenance	118 & 138	835,584	94,947	64,113	159,060	676,524	81.0%	835,584	-
74	Custodial/Maintenance Overtime	147 & 148	106,500	3,291	0	3,291	103,209	96.9%	106,500	-
75	Technicians	129 & 149	719,969	108,153	131,678	239,832	480,137	66.7%	719,969	-
76			3,549,251	399,016	259,176	658,192	2,891,059	81.5%	3,549,251	0
Security										
77	Security/Supervision	128	149,542	4,039	0	4,039	145,503	97.3%	149,542	-
78	Total Salaries		50,164,323	1,446,329	4,631,384	6,077,714	44,086,609	87.9%	50,163,235	1,088
Benefits										
Health Insurance										
79	Group Ins. Prof	201	5,649,546	1,002,123	0	1,002,123	4,647,423	82.3%	5,649,546	-
80	Group Ins. Other	202	1,409,691	80,128	0	80,128	1,329,563	94.3%	1,409,691	-
81			7,059,237	1,082,251	0	1,082,251	5,976,986	84.7%	7,059,237	0
Workers Comp & Town Pension										
82	Worker's Compensation	211	431,614	0	0	0	431,614	100.0%	431,614	-
83	Town Pension	213	520,500	0	0	0	520,500	100.0%	520,500	-
84			952,114	0	0	0	952,114	100.0%	952,114	0
Social Security & Medicare										
85	Social Security	212	727,779	56,793	0	56,793	670,986	92.2%	729,665	(1,886)
86	Medicare	214	728,450	93,555	0	93,555	634,895	87.2%	727,383	1,067
87			1,456,229	150,348	0	150,348	1,305,881	89.7%	1,457,048	(819)
Other Employee Benefits										
88	Retirement Awards	222	0	13,272	0	13,272	(13,272)		13,272	(13,272)
89	Unemployment	223	50,000	0	0	0	50,000	100.0%	37,003	12,997
90	Tuition Reimb Certified	224	101,000	21,663	0	21,663	79,337	78.6%	101,000	-
92	Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
93			152,500	34,935	0	34,935	117,565	77.1%	152,775	(275)
94	Total Benefits		9,620,080	1,267,534	0	1,267,534	8,352,546	86.8%	9,621,174	(1,094)

Groton Public Schools

Date prep: 8/19/21 8:51 AM FY22 Budget Summary Review

Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)	
		2021-2022			Total			08/19/2021		
Purchased Services										
Instructional Services										
95	Instructional Services	321 & 323	117,599	0	630	630	116,969	99.5%	118,099	(500)
96	Instruct Improvement Services	322 & 324	52,500	639	0	639	51,861	98.8%	52,624	(124)
97			170,099	639	630	1,269	168,830	99.3%	170,723	(624)
Professional Services										
98	Professional Services	331	254,739	157,086	22,830	179,916	74,823	29.4%	255,079	(340)
99	Other Professional Services	332	608,971	9,600	12,549	22,149	586,822	96.4%	608,971	-
100	OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	-
101	Legal Services	334	70,350	0	0	0	70,350	100.0%	70,350	-
102			1,605,405	168,891	45,981	214,872	1,390,533	86.6%	1,605,745	(340)
Athletic Officials & Other Athletic Services										
103	Athletic Officials	341	61,850	0	0	0	61,850	100.0%	61,850	-
104	Other Athletic Services	342	13,500	0	0	0	13,500	100.0%	13,500	-
105			75,350	0	0	0	75,350	100.0%	75,350	0
Computer Network Services										
106	Computer Network Services	343	148,773	9,563	89,994	99,557	49,216	33.1%	148,773	-
107	Total Purchased Services		1,999,627	179,093	136,605	315,699	1,683,928	84.2%	2,000,591	(964)
Property Services										
Water/Sewer										
108	Water	410	65,527	1,473	0	1,473	64,054	97.8%	65,527	-
109	Sewer	411	34,274	0	0	0	34,274	100.0%	34,274	-
110			99,801	1,473	0	1,473	98,328	98.5%	99,801	0
Trash & Snow Removal										
111	Trash Removal	421	86,600	5,272	84,949	90,221	(3,621)	(4.2%)	90,221	(3,621)
112	Snow Removal	422	50,000	0	0	0	50,000	100.0%	50,000	-
113			136,600	5,272	84,949	90,221	46,379	34.0%	140,221	(3,621)
Repair/Maintenance										
114	Equipment Repairs	430	116,791	3,219	5,165	8,384	108,407	92.8%	116,791	-
115	Grounds Repairs	431	184,989	92,342	28,571	120,914	64,075	34.6%	184,989	-
116	General Bldg Repairs	432	30,066	0	0	0	30,066	100.0%	24,634	5,432
117	Painting	433	5,045	0	9,150	9,150	(4,105)	(81.4%)	9,150	(4,105)
118	Heat & Plumbing	434	50,947	10,407	0	10,407	40,541	79.6%	50,947	-
119	Electrical	435	9,479	297	664	961	8,518	89.9%	9,479	-
120	Extermination Services	490	11,363	1,379	0	1,379	9,984	87.9%	11,363	-
121	Bldg Fire Protection	491	46,357	6,082	0	6,082	40,275	86.9%	46,357	-
123	Other Purch Services	499	24,146	3,691	0	3,691	20,456	84.7%	24,146	-
124			479,183	117,416	43,550	160,966	318,217	66.4%	477,856	1,327
Rental										
125	Rental	441	132,605	7,252	17,232	24,483	108,122	81.5%	132,605	-
126	Total Property Services		848,189	131,412	145,732	277,143	571,046	67.3%	850,483	(2,294)
Transportation, Insurance, Communications, Tuition										
Transportation: Schools										
127	Reg.Ed Pupil Transportation	510 & 516	3,118,189	45,604	0	45,604	3,072,585	98.5%	3,118,189	0
128	Sp.Ed - Trans - STA	511	1,160,504	76,902	0	76,902	1,083,602	93.4%	1,160,504	(0)
129	Sp.Ed - Trans - Curtin	512	920,731	64,357	0	64,357	856,374	93.0%	920,731	-
130	Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
131			5,211,674	186,863	0	186,863	5,024,811	96.4%	5,211,674	0
Transportation: Other										
132	Transportation - Athletics	587	117,350	0	0	0	117,350	100.0%	117,350	-
133	Transportation - Field Trips	588	58,898	0	0	0	58,898	100.0%	58,758	140
134	Entry Fees - Athletics	591 & 592	12,100	0	140	140	11,960	98.8%	12,240	(140)
135	Admission Fees	595	6,070	0	0	0	6,070	100.0%	6,070	-
137			194,418	0	140	140	194,278	99.9%	194,418	0
Transportation: Staff										
138	Travel - Education	580 & 581	8,700	0	0	0	8,700	100.0%	8,700	-
139	Travel - Admin	582 & 583	29,100	3,615	0	3,615	25,485	87.6%	28,910	190
140	Travel - Conferences	584	79,120	0	0	0	79,120	100.0%	78,620	500
141			116,920	3,615	0	3,615	113,305	96.9%	116,230	690
Liability & Accident Insurance										
142	Liability Insurance	522	325,149	0	0	0	325,149	100.0%	325,911	(762)
143	Accident Insurance	525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144			340,321	14,410	0	14,410	325,911	95.8%	340,321	0

Groton Public Schools

Date prep:		FY22 Budget Summary Review							
8/19/21 8:51 AM									
Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)
		2021-2022			Total			08/19/2021	

Communications

145 Telephone, Telephone Repairs	530	67,925	12,206	0	12,206	55,719	82.0%	67,925	-
146 Postage	531	41,350	7,072	330	7,402	33,948	82.1%	41,357	(7)
147 Advertisement	540	5,000	0	2,025	2,025	2,975	59.5%	5,000	-
148 Minority Recruitment	541	5,000	0	0	0	5,000	100.0%	5,000	-
149 Printing Admin	550	11,542	1,111	1,188	2,299	9,243	80.1%	11,542	-
150 School Publications	551 & 552	3,500	0	400	400	3,100	88.6%	3,500	-
151		134,317	20,389	3,943	24,332	109,985	81.9%	134,324	(7)
Tuition: Special Education									
152 Sp.Ed Vocational	561	461,250	0	0	0	461,250	100.0%	461,250	-
153 Sp.Ed BoE Placements	562	2,557,392	0	0	0	2,557,392	100.0%	2,557,392	-
154 Sp.Ed State Placements	563	600,000	0	0	0	600,000	100.0%	600,000	-
155 Sp.Ed Magnet Choice	568	862,648	1,593	0	1,593	861,056	99.8%	862,648	-
156		4,481,290	1,593	0	1,593	4,479,698	100.0%	4,481,290	0
Tuition: Other									
157 Adult Ed	564	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
158 Magnet Tuition	566	945,337	0	0	0	945,337	100.0%	945,337	-
159 Vo Ag Reg,Ed Tuition	567	95,522	0	0	0	95,522	100.0%	95,522	-
160		1,250,859	207,000	0	207,000	1,043,859	83.5%	1,247,859	3,000
161 Total Transportation, Insurance, Communication, Tuition		11,729,799	433,870	4,083	437,952	11,291,847	96.3%	11,726,116	3,683

Supplies

Instructional Supplies

162 General Classroom	601	117,527	318	4,893	5,211	112,316	95.6%	116,804	723
163 Science	602	26,320	0	4,919	4,919	21,401	81.3%	26,320	-
164 Arts & Crafts	603	23,577	0	14,932	14,932	8,645	36.7%	23,676	(99)
165 Phys. Ed	604	13,540	0	766	766	12,774	94.3%	13,273	267
166 Music	605	22,700	1,021	965	1,985	20,715	91.3%	22,700	-
167 Kindergarten	606	5,600	442	0	442	5,158	92.1%	5,600	-
168 Pupil Tests	607	70,700	2,368	2,148	4,516	66,184	93.6%	70,700	-
169 Tech, Ed	609	7,500	0	0	0	7,500	100.0%	7,500	-
170 Home Ec Supplies	613	12,700	0	0	0	12,700	100.0%	12,700	-
171 Sp.Ed Supplies	615	56,000	2,957	4,041	6,998	49,002	87.5%	56,000	-
172 Athletic Supplies	616	52,554	0	4,804	4,804	47,750	90.9%	52,554	-
173 Math Supplies	617	11,082	0	715	715	10,367	93.5%	11,082	-
174 Health Supplies	618	2,400	0	0	0	2,400	100.0%	2,400	-
175 Other Supplies	619	3,000	0	0	0	3,000	100.0%	3,000	-
176 Health Serv Pathogen	622	6,500	253	0	253	6,247	96.1%	6,500	-
177 School Library Supplies	623	5,250	0	0	0	5,250	100.0%	5,250	-
178 Food, Drink, Snacks	628	23,000	358	0	358	22,643	98.4%	23,000	-
180		459,950	7,715	38,182	45,898	414,052	90.0%	459,059	891

Computer Supplies

181 Computer Supplies	610 & 611	92,700	27	724	751	91,949	99.2%	92,700	-
182 Software	612	195,406	315,630	72,139	387,769	(192,363)	(98.4%)	197,364	(1,958)
183		288,106	315,656	72,864	388,520	(100,414)	(34.9%)	290,064	(1,958)

Electricity & Heating

184 Electricity	631	972,729	97,757	25,402	123,159	849,570	87.3%	972,729	-
185 Propane/Natural Gas	632	294,355	11,341	0	11,341	283,014	96.1%	294,355	-
186 Heating Oil	633	193,986	15,424	0	15,424	178,562	92.0%	193,986	-
187		1,461,070	124,521	25,402	149,923	1,311,147	89.7%	1,461,070	0

Transportation Supplies

188 Diesel for School Buses	634	128,439	9,996	0	9,996	118,443	92.2%	128,439	-
189 Gas for Maintenance	656	41,996	0	1,521	1,521	40,475	96.4%	41,996	-
190		170,435	9,996	1,521	11,518	158,917	93.2%	170,435	0

Textbooks & Library Books

191 Textbooks	640	61,415	0	3,806	3,806	57,609	93.8%	65,171	(3,756)
192 Workbooks	641	19,410	0	5,256	5,256	14,154	72.9%	19,410	-
193 Textbook Rebind	642	950	0	0	0	950	100.0%	950	-
194 Library Books	645	21,700	0	0	0	21,700	100.0%	21,700	-
195 Periodicals	647	2,700	0	205	205	2,495	92.4%	2,700	-
196		106,175	0	9,266	9,266	96,909	91.3%	109,931	(3,756)

Groton Public Schools

Date prep:		FY22 Budget Summary Review								
8/19/21 8:51 AM										
Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)	
		2021-2022			Total			08/19/2021		
Facility/Maintenance Supplies										
197	Equipment Repair	650	28,503	1,718	444	2,162	26,341	92.4%	28,503	-
198	Grounds Supplies	651	18,862	0	0	0	18,862	100.0%	18,862	-
199	General Bldg Repair	652	65,101	4,573	5,474	10,047	55,054	84.6%	65,101	-
200	Painting	653	2,500	1,945	0	1,945	555	22.2%	2,500	-
201	Heat & Plumbing	654	34,057	3,807	6,178	9,985	24,072	70.7%	34,057	-
202	Electrical	655	30,250	5,280	83	5,362	24,888	82.3%	30,250	-
203	Safety Supplies	657 & 659	13,555	4,200	1,998	6,198	7,357	54.3%	12,755	800
204	Custodial Supplies	658	143,982	16,330	0	16,330	127,652	88.7%	143,982	-
205			336,810	37,853	14,177	52,030	284,780	84.6%	336,010	800
Other Supplies										
206	Sup Serv Guid Imp Ins	621	24,400	564	4,589	5,153	19,247	78.9%	24,400	-
207	Audio Visual	624 & 625	7,502	665	14	680	6,822	90.9%	7,502	-
208	General Admin Supplies	626	13,110	251	457	709	12,401	94.6%	13,110	-
209	School Admin Supplies	627	15,800	130	0	130	15,670	99.2%	15,800	-
210	Professional Materials	690	26,678	130	235	365	26,313	98.6%	26,402	276
212			87,490	1,741	5,296	7,037	80,453	92.0%	87,214	276
213	Total Supplies		2,910,036	497,483	166,709	664,191	2,245,845	77.2%	2,913,783	(3,747)
Equipment										
Instructional Equipment										
214	Replace Instr Equip	730	12,730	0	0	0	12,730	100.0%	12,730	-
215	Add Instr Equipment	735	54,471	0	306	306	54,165	99.4%	34,873	19,598
216			67,201	0	306	306	66,895	99.5%	47,603	19,598
Non-Instructional Equipment										
217	Replace Non-Instr Equipment	731	10,000	0	0	0	10,000	100.0%	10,000	-
218	Add Non-Instr Equipment	736	0	1,653	12,877	14,530	(14,530)		14,450	(14,450)
219			10,000	1,653	12,877	14,530	(4,530)	(45.3%)	24,450	(14,450)
220	Total Equipment		77,201	1,653	13,182	14,835	62,366	80.8%	72,053	5,148
Dues - Fees										
Dues/Fees										
221	Dues BoE	810	25,541	21,088	0	21,088	4,453	17.4%	25,541	-
222	General Admin Dues	811	15,650	11,426	0	11,426	4,224	27.0%	15,926	(276)
223	School Admin Dues	812	43,669	5,585	1,020	6,605	37,064	84.9%	43,669	-
224	Other Dues	819	3,975	0	0	0	3,975	100.0%	3,975	-
225	Total Dues/Fees		88,835	38,099	1,020	39,119	49,716	56.0%	89,111	(276)
226	Grand Total		77,438,090	3,995,472	5,098,715	9,094,187	68,343,903	88.3%	77,436,546	1,544

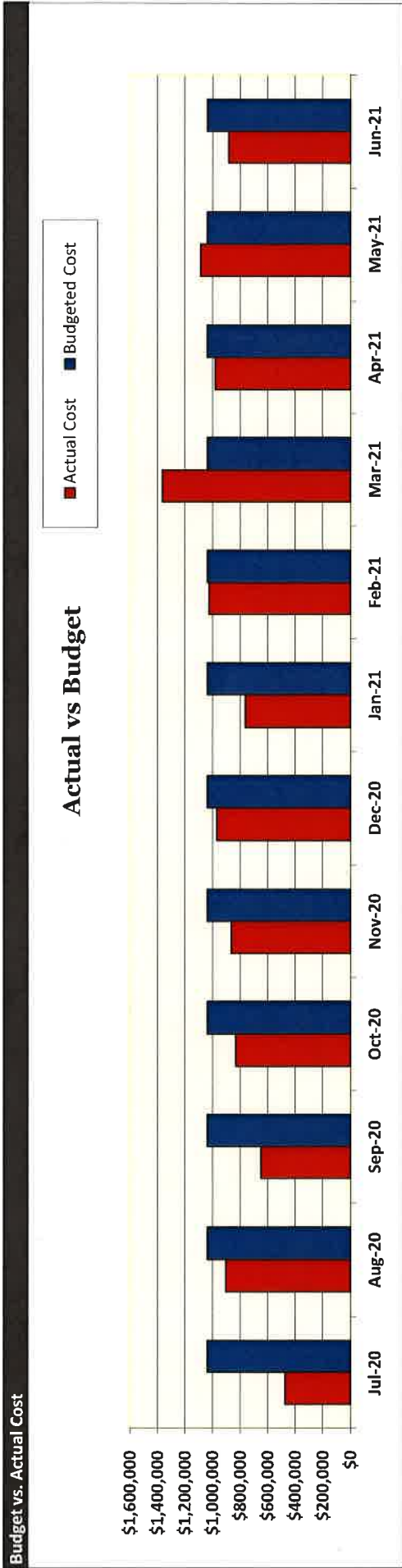
Groton Public Schools
FY22 Budget Summary Review
Summary at Program Level III

Function No.	Description	FY22 Budget	Expended	Encumbered	FY22 Total	Remaining	%	08/19/2021	Under/ (Over)
		2021-2022	2021-2022	2021-2022	2021-2022	Balance		FY22 Estimated 2021-2022	
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,269,421	135,991	11,245	147,236	13,122,185	98.9%	13,268,644	777
1102	FUNCTION-1102 ART	670,468	6,867	14,932	21,799	648,669	96.7%	670,567	(99)
1104	FUNCTION-1104 LANGUAGE ARTS	2,310,517	23,746	49,501	73,247	2,237,270	96.8%	2,310,517	-
1105	FUNCTION-1105 WORLD LANGUAGES	1,378,697	13,359	0	13,359	1,365,338	99.0%	1,378,697	-
1106	FUNCTION-1106 CONSUMER SCIENCE	149,479	1,283	0	1,283	148,196	99.1%	149,479	-
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	636,478	6,911	0	6,911	629,567	98.9%	636,478	-
1108	FUNCTION-1108 MATHEMATICS	2,151,284	20,466	52,727	73,193	2,078,091	96.6%	2,151,285	(1)
1109	FUNCTION-1109 MUSIC	731,431	5,087	2,410	7,497	723,934	99.0%	731,431	-
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,174,615	12,757	1,163	13,920	1,160,695	98.8%	1,174,615	(0)
1111	FUNCTION-1111 SCIENCE	2,249,495	25,989	4,919	30,907	2,218,588	98.6%	2,249,495	-
1112	FUNCTION-1112 SOCIAL STUDIES	1,821,305	16,736	48,654	65,390	1,755,915	96.4%	1,821,305	-
1114	FUNCTION-1114 HEALTH EDUCATION	220,609	1,163	306	1,469	219,140	99.3%	220,609	-
1116	FUNCTION-1116 CO-OPERATIVE WORK EXPEF	0	34	0	34	(34)	0.0%	-	-
1117	FUNCTION-1117 INTERN. BACCALAUREATE	67,250	0	0	0	67,250	100.0%	67,250	-
1118	FUNCTION-1118 IB - CAREERS-RELATED PROC	18,179	0	0	0	18,179	100.0%	18,179	-
1119	FUNCTION-1119 UNCLASSIFIED	1,371,266	184,400	2,434	186,835	1,184,431	86.4%	1,371,167	99
1121	FUNCTION-1121 BUSINESS EDUCATION	332,696	4,341	0	4,341	328,355	98.7%	332,696	-
1124	FUNCTION-1124 HEALTH OCCUPATIONS	71,898	1,667	0	1,667	70,231	97.7%	71,898	-
1260	FUNCTION-1260 ENRICHMENT	38,724	0	0	0	38,724	100.0%	38,724	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	2,914,729	22,136	0	22,136	2,892,593	99.2%	2,914,729	-
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVI	1,097,479	33,542	205	33,747	1,063,732	96.9%	1,097,479	-
Total Regular Instruction		32,699,370	593,216	188,680	781,896	31,917,474	97.6%	32,698,594	776
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,235,951	12,250	0	12,250	1,223,701	99.0%	1,235,950	1
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	20,290	-
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTIO	792,073	2,273	0	2,273	789,800	99.7%	792,073	-
1230	FUNCTION-1230 SPECIAL EDUCATION	8,176,457	76,933	53,141	130,074	8,046,383	98.4%	8,176,457	-
1250	FUNCTION-1250 BLIND	26,599	0	0	0	26,599	100.0%	26,599	-
1280	FUNCTION-1280 HEARING IMPAIRED	107,224	224	540	764	106,460	99.3%	107,224	-
Total Special Instruction		10,358,594	91,679	53,681	145,360	10,213,234	98.6%	10,358,593	1
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	84,133	0	0	0	84,133	100.0%	84,133	-
1320	FUNCTION-1320 ADULT EDUCATION	210,000	207,000	0	207,000	3,000	1.4%	207,000	3,000
Total Continuing Education		294,133	207,000	0	207,000	87,133	29.6%	291,133	3,000
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	810,389	20,534	137,437	157,971	652,418	80.5%	809,627	762
TOTAL INSTRUCTION		44,162,486	912,430	379,798	1,292,228	42,870,258	97.1%	44,157,947	4,539
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	878,367	128,291	530,354	658,645	219,722	25.0%	878,392	(25)
2110	FUNCTION-2110 SOCIAL WORK SERVICES	355,751	6,290	1,649	7,940	347,811	97.8%	355,751	-
2120	FUNCTION-2120 GUIDANCE SERVICES	1,595,294	30,063	0	30,063	1,565,231	98.1%	1,595,294	-
2130	FUNCTION-2130 HEALTH SERVICES	1,237,137	11,805	23,151	34,956	1,202,181	97.2%	1,237,137	-
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,241,410	10,459	3,028	13,488	1,227,922	98.9%	1,241,410	-
2150	FUNCTION-2150 SPEECH & HEARING SERVICE	1,162,998	10,869	900	11,769	1,151,229	99.0%	1,162,998	-
Total Support Services - Pupils		6,470,957	197,778	559,082	756,860	5,714,097	88.3%	6,470,982	(25)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - CO	369,442	60,279	245,810	306,089	63,353	17.1%	369,442	(0)
2202	FUNCTION-2202 SUPPORTING SERVICES - DEI	15,761	0	0	0	15,761	100.0%	15,761	-
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCT	235,564	29,297	23,798	53,095	182,469	77.5%	237,393	(1,829)
Total Support Services - Staff		620,767	89,576	269,608	359,184	261,583	42.1%	622,596	(1,829)
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERV	30,241	21,088	190	21,278	8,963	29.6%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SE	1,565,287	164,500	448,633	613,133	952,154	60.8%	1,565,287	-
2313	FUNCTION-2313 BUSINESS OFFICE	976,596	85,350	129,742	215,092	761,504	78.0%	976,096	500
2410	FUNCTION-2410 SCHOOL ADMINISTRATION	4,278,680	645,635	2,409,637	3,055,273	1,223,407	28.6%	4,279,123	(443)
Total General Support Services		6,850,804	916,574	2,988,202	3,904,776	2,946,028	43.0%	6,850,747	57
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENA	6,830,961	680,338	402,806	1,083,144	5,747,817	84.1%	6,833,424	(2,463)
2520	FUNCTION-2520 PUPIL TRANSPORTATION	5,837,953	251,324	60,576	311,900	5,526,053	94.7%	5,837,953	0
2540	FUNCTION-2540 COMPUTER SUPPORT SERVIC	1,504,213	477,577	438,642	916,220	587,993	39.1%	1,502,948	1,265
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	253	0	253	2,247	89.9%	2,500	-
Total Operational Services		14,175,627	1,877,522	902,025	2,779,546	11,396,081	80.4%	14,176,825	(1,198)
TOTAL SUPPORT SERVICES		28,118,155	3,081,449	4,718,917	7,800,367	20,317,788	72.3%	28,121,150	(2,995)
Community Services									
3710	FUNCTION 3710-NONPUBLIC SCHOOL	96,550	0	0	0	96,550	100.0%	96,550	0
Non-Programmed Charges									
4100	TUITION PAYMENTS	5,060,899	1,593	0	1,593	5,059,307	100.0%	5,060,899	0
GRAND TOTAL		77,438,090	3,995,472	5,098,715	9,094,187	68,343,903	88.3%	77,436,546	1,544
									0.00%

BOE Groups Active & Retired

Cost vs Budget Dashboard - data through June 2021

Self Insured - All Coverages All Enrollees													
Claim/Adm. Cost													
Date	Lives	Net Medical Paid			Dental Paid		Total Net Paid		Total Fixed Costs	Total Cost	BOE Monthly Budget*	Variance - Total Cost vs BOE Budget	Actual/Estimated BOE Budget
		Claims	Rx Paid Claims	Claims	Claims	Claims	Claims						
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	\$20,730	\$933,455	\$93,257	\$1,026,712	\$1,037,603	(\$10,890)	99.0%			
Mar-21	581	\$1,051,581	\$192,607	\$27,940	\$1,272,128	\$92,995	\$1,365,123	\$1,037,603	\$327,521	131.6%			
Apr-21	581	\$664,852	\$196,795	\$25,835	\$887,482	\$92,995	\$980,477	\$1,037,603	(\$57,125)	94.5%			
May-21	582	\$769,721	\$194,583	\$28,892	\$993,196	\$93,126	\$1,086,322	\$1,037,603	\$48,720	104.7%			
Jun-21	577	\$578,284	\$178,860	\$35,021	\$792,165	\$92,473	\$884,638	\$1,037,603	(\$152,965)	85.3%			
YTD	7025	\$7,488,416	\$1,846,512	\$342,201	\$9,677,129	\$1,122,872	\$10,800,001	\$12,451,231	(\$1,651,230)	86.7%			



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 BOARD OF EDUCATION
REGULAR MEETING MINUTES
JULY 21, 2021 @ 6:00 P.M.
GROTON MIDDLE SCHOOL**

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

MEMBERS ABSENT: Rosemary Robertson

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

I. CALL TO ORDER – Mrs. Watson called the meeting to order at 6:08 p.m.

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Clint Kennedy.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

NONE

III. COMMENTS FROM CITIZENS

NONE

IV. RESPONSE TO COMMENTS FROM CITIZENS

NONE

V. STUDENT REPRESENTATIVE REPORT

NONE

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report

1. Update re: Two Tier Busing Plan – Mr. Thomas Lonsdale gave a PowerPoint presentation of the Two Tier Busing plan. **(ATTACHMENT #1)**

Ms. Austin introduced Clint Kennedy, the new Director of Technology Services. Mr. Kennedy will begin in this position as of August 2, 2021.

Ms. Austin commended Mr. Lonsdale for his work on Transfinder and for stepping in as interim Technology Director.

2. ARP ESSER III Priorities and Funds – Ms. August gave a PowerPoint presentation of the ARP ESSER planning for 2021. **(ATTACHMENT #2)**

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS – cont.

B. Assistant Superintendent Report

- a. Update re: Staffing - Mr. Piazza noted that the Technology Director position was complete; in the final stages regarding the Athletic Director position and the FHS Music/Band Director position.
- b. DEI Book Club – Mr. Piazza noted that he is presently reading the Book entitled, *Culturally Responsive Teaching and the Brain*, by Zaretta Hammond. Dr. Piazza gave an overview of the progress the DEI Committee has made in reading their selected book.

Mr. Antipas left at 7:00 p.m.

C. Business Manager

1. Object Code Summary (**ATTACHMENT #3**) – Mr. Knight reviewed the Object Code Summary dated July 21, 2021 that shows an over budget balance of \$400.
2. Health Insurance Report – Mr. Knight reviewed the Health Insurance Report for the month of May. (**ATTACHMENT #4**)

D. Director of Buildings and Grounds

1. Update re: Facilities – Mr. Kilpatrick noted that the summer work was progressing nicely; FHS Asbestos project was going very well.
2. Consolidated Middle School Project Completion – Mr. Kilpatrick introduced Rick Norris who noted that the project has run into issues that they are working to resolve, e.g. doors for the vestibules. Mr. Norris noted that they are loading furniture into the schools and ran into an issue regarding the tiles. Mr. Norris stated that overall the project is going along well.

VII. COMMITTEE REPORTS

- A. Policy – Mrs. White noted that the Policy Committee met and that she had communicated with a parent who has a dietary concern. Mrs. White invited the parent to the next Policy Committee to discuss her issues. Mrs. White requested that the policy P 5141.25 be tabled.
- B. Curriculum – Dr. Ackerman noted that the Curriculum Committee met with Mr. Bass regarding upcoming curriculum coming up for review this year.
- C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee will meeting next Monday.
- D. Negotiations – Mrs. Volkmann noted that the Negotiations Committee have met on the Custodian/Maintenance/Tech/Secretary contract. The union is in the process of ratifying the contract and then it will be forwarded to the Board for approval.
- E. LEARN – Mrs. Volkmann noted that the regular LEARN Board has not met.
- F. TCC/RTM/BoE Liaison – Mrs. Watson noted that the TCC/RTM/BoE Liaison Committee met on July 7, 2021. Mrs. Watson noted that there were reports from each body represented.

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.
- 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 put everything on hold until they receive an estimated cost for the Athletic Fields plan.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: White, Porter: To approve the Consent Agenda.
PASSED - UNANIMOUSLY

B. Old Business

NONE

C. New Business

- 1. Discussion and possible action regarding the school opening/closing times.

MOTION: Porter, Giulini: To approve the following school opening/closing times beginning in the 2021-2022 school year:

School Level	Opening Time	Closing Time
Elementary School	9:00 a.m.	3:35 p.m.
Middle School	7:55 a.m.	2:35 p.m.
High School	7:40 a.m.	2:22 p.m.

PASSED – UNANIMOUSLY

- 2. Discussion and possible action regarding the acceptance of the Consolidated Middle School Project, State Project Number 059-0190, as complete and the authorization of the Director of Public Works to submit final project information to OSCGR to begin the audit process.

MOTION: Weitlauf, Porter: To accept the Consolidated Middle School Project, State Project Number 059-0190, as complete and to authorize the Director of Public Works to submit final project information to OSCGR to begin the audit process.
PASSED – UNANIMOUSLY

C. New Business – cont.

3. Discussion and possible action regarding a first reading of policy P 5141.25 Students with Special Health Care Needs.

MOTION: To approve policy P 5141.25 Students with Special Health Care Needs.

This item was tabled.

IX. INFORMATION AND PROPOSALS

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

- Mrs. Volkmann noted:
 - She noted the same letters and communication as other Board members received;
 - She requested that Board go to holding one COW and one BOE meetings a month.
- Mr. Weitlauf noted the same letters and communication as other Board members.
- Mrs. Porter thanked Ms. Austin for the tour of the Groton Middle School and that she received the same letters and communication as other Board members.
- Dr. Ackerman noted that she had received an email from a former student, Robert Haggerty, who praised the teachers for what he was taught in the 8th grade.
- Mrs. Watson noted:
 - She received the same letters and communication as other Board members;
 - She would like to set up a committee to look at policy P 9000 and the Board Handbook.
 - She noted the CAFE Leadership Summit to be held on August 5, 2021.
 - She noted that the DEI Committee is scheduled to meet with Valerie on November 1, 2021.
 - She will put on the agenda for the Board to do their self-evaluation.

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

B. Suggested Agenda Items

- Update on transportation
- Update on ESSER Grant
- Dropping of one COW meeting.

XI. ADJOURNMENT

MOTION: Ackerman, Porter:

To adjourn at 7:48 p.m.

PASSED - UNANIMOUSLY

GPS BOE Transportation

Update 7/26/2021

Project Goals and Results:

Goal 1: Combine GMS/FHS routes to increase route efficiency and gain more time between bus runs.

Result: Bus utilization increased from an average of 32.9% to 59.1%.

Goal 2: Transport all elementary students safely and efficiently to school in one hour or less.

Result: Average trip duration of 44 minutes. All runs can be completed in one hour or less.

Proposed Bell Times

SY 2020 - 2021

Fitch High School

Bus Arrival Time 7:15:00 AM Bell Start Time 7:25:00 AM Bell End Time 2:07:00 PM Bus Departure Time 2:17:00 PM

Groton Middle School

Bus Arrival Time 7:55:00 AM Bell Start Time 8:05:00 AM Bell End Time 2:45:00 PM Bus Departure Time 2:55:00 PM

Elementary Schools

Bus Arrival Time 8:45:00 AM Bell Start Time 8:55:00 AM Bell End Time 3:30:00 PM Bus Departure Time 3:40:00 PM

SY 2021 - 2022

Fitch High School

Bus Arrival Time 7:30:00 AM Bell Start Time 7:40:00 AM Bell End Time 2:22:00 PM Bus Departure Time 2:32:00 PM

Groton Middle School

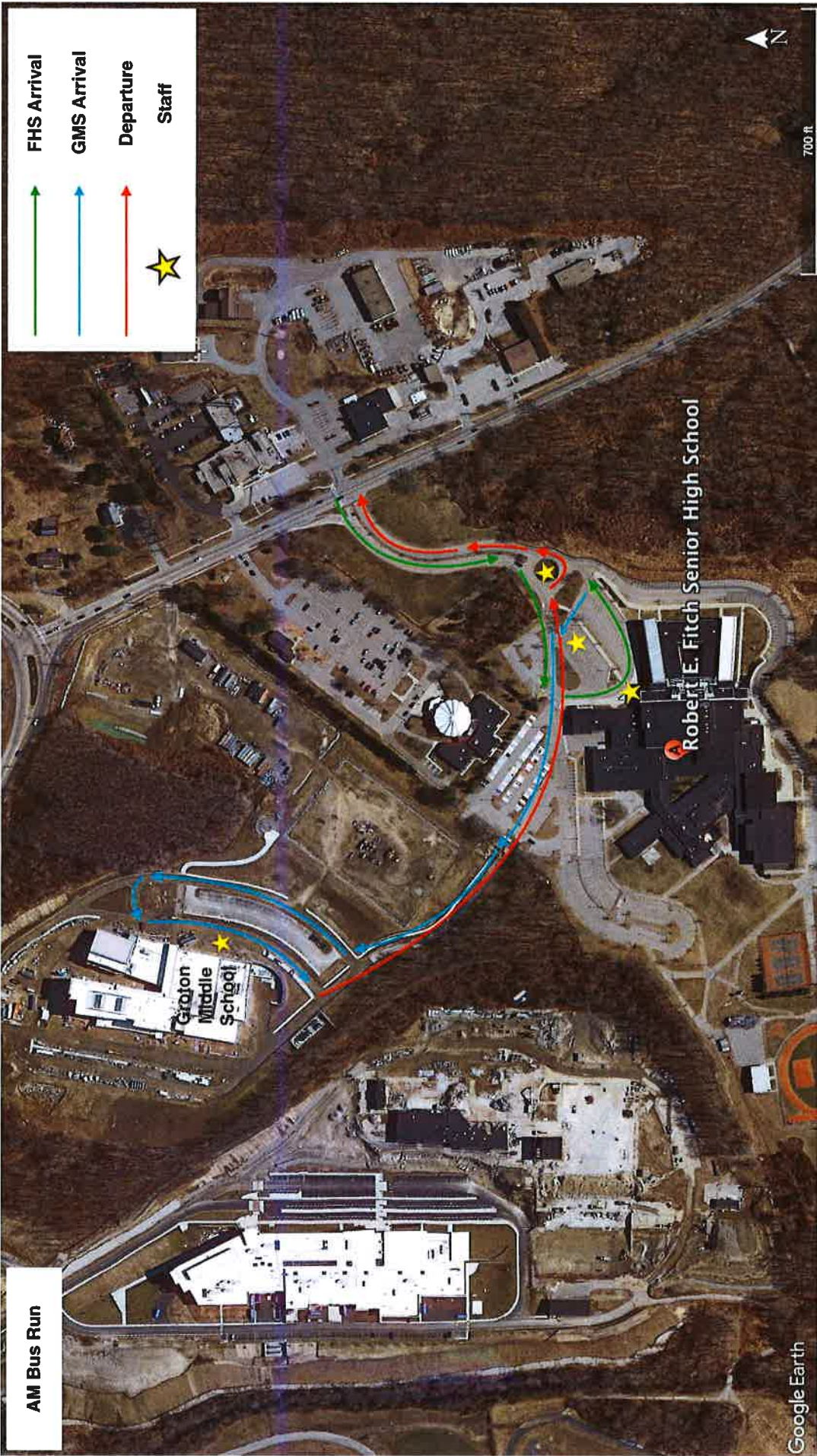
Bus Arrival Time 7:45:00 AM Bell Start Time 7:55:00 AM Bell End Time 2:35:00 PM Bus Departure Time 2:45:00 PM

Elementary Schools

Bus Arrival Time 8:50:00 AM Bell Start Time 9:00:00 AM Bell End Time 3:35:00 PM Bus Departure Time 3:45:00 PM

Bus Safety Measures

- Seating arrangements for elementary, middle, and high school students.
 - Younger students in front, older students in the back.
 - Utilization target is approximately 66%, or 2 students per seat.
- Annual professional development for transportation staff.
- Increased security guards and/or staff at arrival and departure times.
- Cameras are located on all buses and can be accessed by administration as needed.
- Increased communication with families regarding bus.
 - Proactive information regarding bus routes.
 - Updates regarding bus delays and/or changes.



GPS ARP ESSER PLANNING 2021



ARP ESSER PLANNING

ADVISORY GROUP WITH CAPSS
FACILITATOR

HISTORY OF ESSERS/CARES ACT

ARP ESSER PURPOSE & PRIORITIES
SAFE RETURN TO SCHOOL
SMART GOALS & ACTION PLANS

SUBMIT TO THE STATE CSDE BY
MID AUGUST

CSDE EXPECTATIONS OF SCHOOL DISTRICT AND COMMITTEE



Define Priorities



Communication and
community feedback

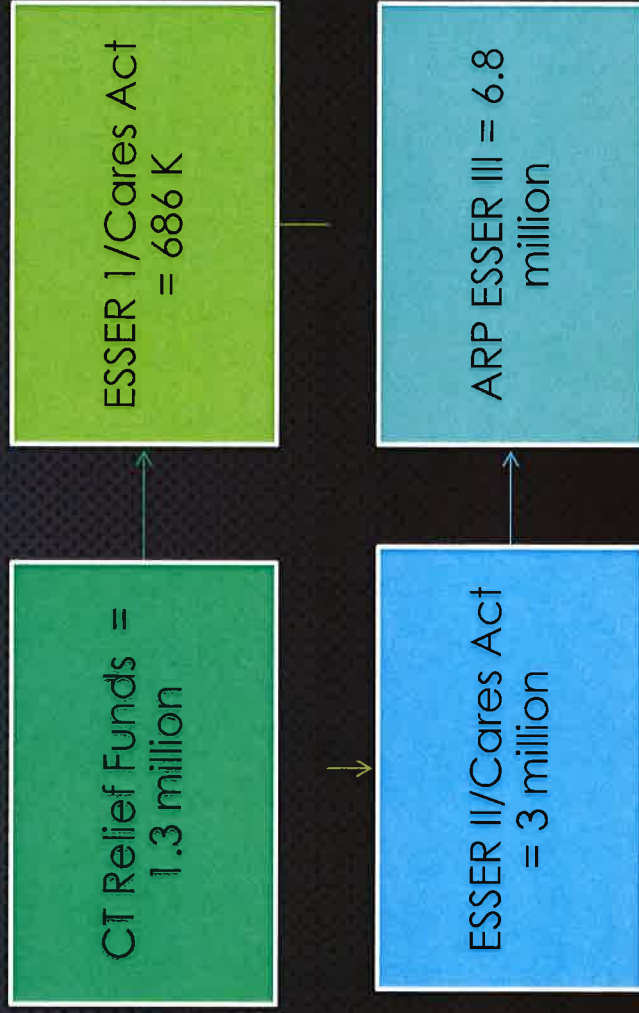


Submit District Plan to
CSDE





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



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. WE ALSO BELIEVE IN ENGAGING STUDENTS IN RIGOROUS AND RELEVANT ACADEMIC LESSONS IN-PERSON, ACCELERATING LEARNING, AND REDUCING SCREEN TIME.

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

CSDE Priority Statements and Expectations

Learning Acceleration, Academic Renewal, and Student Enrichment:

“Advancing equity and access in education for students in Connecticut remain top priorities. Resources must focus on academic supports and recovery to accelerate learning for our students, particularly those disproportionately affected by the pandemic.”

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’ wellbeing. Investing in mutually beneficial school-family-community partnerships will not only support students to achieve their full potential, but it will also strengthen families and stabilize communities.”

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. We must be prepared to use strategic wraparound social, emotional, and mental health supports to restore and successfully re-engage our school communities.”

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 to engage and expand learning opportunities. Resources should be allocated to maintain or upgrade access to technology and connectivity for the long term and to ensure that technology training and support is provided to students, school staff, and families to maximize student outcomes.”

Building Safe and Healthy Schools:

“Ensuring our school buildings are safe and healthy environments that enable all of our students to excel remains an important aspect of recovering from COVID-19. Resources may be used consistent with federal relief funding allowable uses as a means to continue facility repairs and improvements, such as improving ventilation and providing more space for distancing. Resources should continue to be allocated to support the physical health and safety of our students and staff (e.g., to ensure adequate personal protective equipment)”

Groton Public Schools
ESSER

	ESSER I		ESSER II		Target	
	\$\$	% of total	\$\$	% of total	ARP ESSER	% 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	66,183		132,366			
PPE			150,000			
SubTotal	66,183	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)



Groton Public Schools

Date prep:		FY22 Budget Summary Review							
7/21/21 3:59 PM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 07/21/2021	Under/(Over)
Salaries									
1	Administrators 105-108	4,761,290	352,531	4,193,892	4,546,423	214,867	4.5%	4,761,290	0
2	Teachers 101-104,109,123-127	35,196,226	49,869	2,696,546	2,746,415	32,449,811	92.2%	35,196,226	0
3	Non-Cert Aidos 110-111,130-131,136,139	3,618,042	12,384	0	12,384	3,605,658	99.7%	3,618,042	0
4	Substitute - Cert & Non-Cert 120-121	996,774	5,245	0	5,245	991,529	99.5%	996,774	0
5	Clerical 112-114,132-134,144	1,893,198	78,474	66,083	144,557	1,748,641	92.4%	1,893,198	0
6	Custodial/Maintenance/Techs 117-118,129,137-138,147-148	3,549,251	148,355	282,738	431,092	3,118,159	87.9%	3,549,251	0
7	Campus Security/Supervision 128	149,542	2,329	0	2,329	147,213	98.4%	149,542	0
8	Total Salaries 100	50,164,323	649,187	7,239,258	7,888,445	42,275,878	84.3%	50,164,323	0
Benefits									
9	Health Insurance 201-202	7,059,237	614,024	0	614,024	6,445,213	91.3%	7,059,237	0
10	Workers Comp & Town Pension 211,213	952,114	0	0	0	952,114	100.0%	952,114	0
11	Social Security & Medicare 212,214	1,456,229	75,940	0	75,940	1,380,289	94.8%	1,456,229	0
12	Other Benefits 222-227	152,500	9,543	0	9,543	142,957	93.7%	152,500	0
13	Total Benefits 200	9,620,080	699,507	0	699,507	8,920,573	92.7%	9,620,080	0
Purchased Services									
14	Instructional Services 321-324	170,099	0	630	630	169,469	99.6%	170,599	(500)
15	Professional Services 331	254,739	21,336	5,000	26,336	228,403	89.7%	254,739	0
16	Other Prof Services 332	608,971	0	12,549	12,549	596,422	97.9%	608,971	0
17	OT & PT Services 333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	0
18	Legal 334	70,350	0	0	0	70,350	100.0%	70,350	0
19	Athletic Officials & Other Athletic Serv 341-342	75,350	0	0	0	75,350	100.0%	75,350	0
20	Computer Network Services 343	148,773	70	70,265	70,335	78,438	52.7%	148,773	0
21	Total Purchased Services 300	1,999,627	23,611	99,046	122,657	1,876,970	93.9%	2,000,127	(500)
Property Services									
22	Water & Sewer 410-411	99,801	115	0	115	99,686	99.9%	99,801	0
23	Trash & Snow Removal 421-422	136,600	0	88,893	88,893	47,707	34.9%	136,600	0
24	Repair/Maintenance 430-435,490-491,499	479,183	22,977	48,459	71,436	407,747	85.1%	479,116	67
25	Rental 441	132,605	400	12,044	12,444	120,161	90.6%	132,605	0
26	Total Property Services 400	848,189	23,492	149,395	172,888	675,301	79.6%	848,122	67
Transportation, Insurance, Communications, Tuition									
27	Transportation: Schools 510-513	5,211,674	607	0	607	5,211,067	100.0%	5,211,674	0
28	Transportation: Student Activities 587-596	194,418	0	140	140	194,278	99.9%	194,418	0
29	Transportation: Staff 580-584	116,920	1,740	0	1,740	115,180	98.5%	116,920	0
30	Insurance 522,525	340,321	0	0	0	340,321	100.0%	340,321	0
31	Communications 530-552	134,317	7,977	2,540	10,518	123,799	92.2%	134,324	(7)
32	Tuition: Special Education 561-563,568	4,481,290	1,593	0	1,593	4,479,698	100.0%	4,481,290	0
33	Tuition: Other 564-567	1,250,859	0	0	0	1,250,859	100.0%	1,250,859	0
34	Total Trans, Ins, Comm, Tuition 500	11,729,799	11,917	2,680	14,597	11,715,202	99.9%	11,729,806	(7)
Supplies									
35	Instructional Supplies 601-609,613-619,622-623,628	459,950	3,163	25,727	28,890	431,060	93.7%	459,310	640
36	Computer Supplies 610-612	288,106	199,542	87,915	287,457	649	0.2%	289,766	(1,660)
37	Electricity & Heating 631-633	1,461,070	3,509	27,905	31,414	1,429,656	97.8%	1,461,070	0
38	Transportation Supplies 634,656	170,435	0	0	0	170,435	100.0%	170,435	0
39	Textbooks & Library Books 640-642,645,647	106,175	0	5,893	5,893	100,282	94.4%	109,931	(3,756)
40	Facility/Maintenance Supplies 650,652-655,657,659	336,810	9,121	17,048	26,169	310,641	92.2%	336,810	0
41	Other Supplies (staff dev, PPE, etc) 621,624-627,690	87,490	665	2,066	2,731	84,759	96.9%	87,490	0
42	Total Supplies 600	2,910,036	216,000	166,556	382,555	2,527,481	86.9%	2,914,812	(4,776)
Equipment									
43	Instructional Equipment 730,735	67,201	0	306	306	66,895	99.5%	62,053	5,148
44	Non-Instructional Equip 731,736	10,000	60	400	460	9,540	95.4%	10,060	(60)
45	Total Equipment 700	77,201	60	706	766	76,435	99.0%	72,113	5,088
46	Total Dues & Fees 800	88,835	37,449	1,020	38,469	50,366	56.7%	89,111	(276)
47	GRAND TOTAL	77,438,090	1,661,223	7,658,661	9,319,884	68,118,206	88.0%	77,438,494	(404)

Groton Public Schools

Date prep: FY22 Budget Summary Review
7/21/21 3:59 PM

Account	Object #s	FY22 Budget			FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)
		2021-2022	Expenditures	Encumbered	Total			07/21/2021	
Salaries									
Administrators									
48 Admin	105	1,143,399	85,450	988,021	1,073,471	69,928	6.1%	1,143,399	-
49 Principals	106	1,127,065	85,316	1,023,796	1,109,112	17,953	1.6%	1,127,065	-
50 Asst. Principals	107	2,133,692	168,595	2,023,136	2,191,731	(58,039)	(2.7%)	2,133,692	-
51 6-12 Coordinators	108	228,917	13,169	158,034	171,203	57,714	25.2%	228,917	-
52 Athletic Director	109	128,217	0	905	905	127,312	99.3%	128,217	-
53		4,761,290	352,531	4,193,892	4,546,423	214,867	4.5%	4,761,290	0
Teachers									
54 Classroom Teachers	101 & 119	24,783,163	6,764	1,968,009	1,974,774	22,808,389	92.0%	24,783,163	-
55 Sp.Ed Certified	102	7,704,186	1,771	593,541	595,312	7,108,874	92.3%	7,704,186	-
56 Media Specialist	103	689,386	0	56,109	56,109	633,277	91.9%	689,386	-
57 Guidance	104	1,128,246	0	78,886	78,886	1,049,360	93.0%	1,128,246	-
59 Adult Ed	124	40,903	0	0	0	40,903	100.0%	40,903	-
60 Tutors	125	423,247	0	0	0	423,247	100.0%	423,247	-
61 Coach Stipends	126	347,709	0	0	0	347,709	100.0%	347,709	-
62 Other Student Activities	127	79,386	0	0	0	79,386	100.0%	79,386	-
63		35,196,226	49,869	2,696,546	2,746,415	32,449,811	92.2%	35,196,226	0
Non-Cert Aides									
64 Reg.Ed Aides - Kindergarten	110 & 130	412,952	136	0	136	412,816	100.0%	412,952	-
65 Sp.Ed Aides - Para I & Para II	111 & 131	2,782,766	39	0	39	2,782,727	100.0%	2,782,766	-
66 School Bus Aides	136	410,004	12,209	0	12,209	397,795	97.0%	410,004	-
67 Other Aides	139	12,320	0	0	0	12,320	100.0%	12,320	-
68		3,618,042	12,384	0	12,384	3,605,658	99.7%	3,618,042	0
Substitute									
69 Substitute Sp.Ed Certified	121	84,011	0	0	0	84,011	100.0%	84,011	-
70 Substitute Reg.Ed Certified	120	912,763	5,245	0	5,245	907,518	99.4%	912,763	-
71		996,774	5,245	0	5,245	991,529	99.5%	996,774	0
Clerical									
72 Clerical	112 113 114 132 133 134 143 144	1,893,198	78,474	66,083	144,557	1,748,641	92.4%	1,893,198	0
Custodial/Maintenance/Techs									
73 Custodial	117 & 137	1,887,198	70,149	69,147	139,296	1,747,902	92.6%	1,887,198	-
74 Maintenance	118 & 138	835,584	37,265	69,942	107,207	728,377	87.2%	835,584	-
75 Custodial/Maintenance Overtime	147 & 148	106,500	1,934	0	1,934	104,566	98.2%	106,500	-
76 Technicians	129 & 149	719,969	39,006	143,649	182,656	537,313	74.6%	719,969	-
77		3,549,251	148,355	282,738	431,092	3,118,159	87.9%	3,549,251	0
Security									
78 Security/Supervision	128	149,542	2,329	0	2,329	147,213	98.4%	149,542	-
79 Total Salaries		50,164,323	649,187	7,239,258	7,888,445	42,275,878	84.3%	50,164,323	0
Benefits									
Health Insurance									
80 Group Ins. Prof	201	5,649,546	614,024	0	614,024	5,035,522	89.1%	5,649,546	-
81 Group Ins. Other	202	1,409,691	0	0	0	1,409,691	100.0%	1,409,691	-
82		7,059,237	614,024	0	614,024	6,445,213	91.3%	7,059,237	0
Workers Comp & Town Pension									
83 Worker's Compensation	211	431,614	0	0	0	431,614	100.0%	431,614	-
84 Town Pension	213	520,500	0	0	0	520,500	100.0%	520,500	-
85		952,114	0	0	0	952,114	100.0%	952,114	0
Social Security & Medicare									
86 Social Security	212	727,779	29,005	0	29,005	698,774	96.0%	729,573	(1,794)
87 Medicare	214	728,450	46,935	0	46,935	681,515	93.6%	726,656	1,794
88		1,456,229	75,940	0	75,940	1,380,289	94.8%	1,456,229	0
Other Employee Benefits									
89 Retirement Awards	222	0	0	0	0	0	-	-	-
90 Unemployment	223	50,000	0	0	0	50,000	100.0%	50,000	-
91 Tuition Reimb Certified	224	101,000	9,543	0	9,543	91,457	90.6%	101,000	-
93 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
94		152,500	9,543	0	9,543	142,957	93.7%	152,500	0
95 Total Benefits		9,620,080	699,507	0	699,507	8,920,573	92.7%	9,620,080	0

Groton Public Schools

Date prep: 7/21/21 3:59 PM FY22 Budget Summary Review

Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 07/21/2021	Under/(Over)	
Purchased Services										
Instructional Services										
96	Instructional Services	321 & 323	117,599	0	630	630	116,969	99.5%	118,099	(500)
97	Instruct Improvement Services	322 & 324	52,500	0	0	0	52,500	100.0%	52,500	-
98			<u>170,099</u>	<u>0</u>	<u>630</u>	<u>630</u>	<u>169,469</u>	<u>99.6%</u>	<u>170,599</u>	<u>(500)</u>
Professional Services										
99	Professional Services	331	254,739	21,336	5,000	26,336	228,403	89.7%	254,739	-
100	Other Professional Services	332	608,971	0	12,549	12,549	596,422	97.9%	608,971	-
101	OT & PT Services	333	671,345	2,205	10,602	12,807	658,538	98.1%	671,345	-
102	Legal Services	334	70,350	0	0	0	70,350	100.0%	70,350	-
103			<u>1,605,405</u>	<u>23,541</u>	<u>28,151</u>	<u>51,692</u>	<u>1,553,713</u>	<u>96.8%</u>	<u>1,605,405</u>	<u>0</u>
Athletic Officials & Other Athletic Services										
104	Athletic Officials	341	61,850	0	0	0	61,850	100.0%	61,850	-
105	Other Athletic Services	342	13,500	0	0	0	13,500	100.0%	13,500	-
106			<u>75,350</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>75,350</u>	<u>100.0%</u>	<u>75,350</u>	<u>0</u>
Computer Network Services										
107	Computer Network Services	343	148,773	70	70,265	70,335	78,438	52.7%	148,773	-
108	Total Purchased Services		<u>1,999,627</u>	<u>23,611</u>	<u>99,046</u>	<u>122,657</u>	<u>1,876,970</u>	<u>93.9%</u>	<u>2,000,127</u>	<u>(500)</u>
Property Services										
Water/Sewer										
109	Water	410	65,527	115	0	115	65,412	99.8%	65,527	-
110	Sewer	411	34,274	0	0	0	34,274	100.0%	34,274	-
111			<u>99,801</u>	<u>115</u>	<u>0</u>	<u>115</u>	<u>99,686</u>	<u>99.9%</u>	<u>99,801</u>	<u>0</u>
Trash & Snow Removal										
112	Trash Removal	421	86,600	0	88,893	88,893	(2,293)	(2.6%)	88,893	(2,293)
113	Snow Removal	422	50,000	0	0	0	50,000	100.0%	47,707	2,293
114			<u>136,600</u>	<u>0</u>	<u>88,893</u>	<u>88,893</u>	<u>47,707</u>	<u>34.9%</u>	<u>136,600</u>	<u>0</u>
Repair/Maintenance										
115	Equipment Repairs	430	116,791	2,340	4,045	6,385	110,406	94.5%	116,791	-
116	Grounds Repairs	431	184,989	14,286	42,857	57,143	127,846	69.1%	184,989	-
117	General Bldg Repairs	432	30,066	0	0	0	30,066	100.0%	29,999	67
118	Painting	433	5,045	0	0	0	5,045	100.0%	5,045	-
119	Heat & Plumbing	434	50,947	0	0	0	50,947	100.0%	50,947	-
120	Electrical	435	9,479	297	664	961	8,518	89.9%	9,479	-
121	Extermination Services	490	11,363	150	0	150	11,213	98.7%	11,363	-
122	Bldg Fire Protection	491	46,357	5,904	0	5,904	40,453	87.3%	46,357	-
123	Bldg Safety Services	492	0	0	0	0	0	-	-	
124	Other Purch Services	499	24,146	0	893	893	23,253	96.3%	24,146	-
125			<u>479,183</u>	<u>22,977</u>	<u>48,459</u>	<u>71,436</u>	<u>407,747</u>	<u>85.1%</u>	<u>479,116</u>	<u>67</u>
Rental										
126	Rental	441	132,605	400	12,044	12,444	120,161	90.6%	132,605	-
127	Total Property Services		<u>848,189</u>	<u>23,492</u>	<u>149,395</u>	<u>172,888</u>	<u>675,301</u>	<u>79.6%</u>	<u>848,122</u>	<u>67</u>
Transportation, Insurance, Communications, Tuition										
Transportation: Schools										
128	Reg Ed Pupil Transportation	510 & 516	3,118,189	540	0	540	3,117,649	100.0%	3,118,189	0
129	Sp.Ed - Trans - STA	511	1,160,504	0	0	0	1,160,504	100.0%	1,160,504	(0)
130	Sp.Ed - Trans - Curtin	512	920,731	67	0	67	920,664	100.0%	920,731	-
131	Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
132			<u>5,211,674</u>	<u>607</u>	<u>0</u>	<u>607</u>	<u>5,211,067</u>	<u>100.0%</u>	<u>5,211,674</u>	<u>0</u>
Transportation: Other										
133	Transportation - Athletics	587	117,350	0	0	0	117,350	100.0%	117,350	-
134	Transportation - Field Trips	588	58,898	0	0	0	58,898	100.0%	58,758	140
135	Enry Fees - Athletics	591 & 592	12,100	0	140	140	11,960	98.8%	12,240	(140)
136	Admission Fees	595	6,070	0	0	0	6,070	100.0%	6,070	-
138			<u>194,418</u>	<u>0</u>	<u>140</u>	<u>140</u>	<u>194,278</u>	<u>99.9%</u>	<u>194,418</u>	<u>0</u>
Transportation: Staff										
139	Travel - Education	580 & 581	8,700	0	0	0	8,700	100.0%	8,700	-
140	Travel - Admin	582 & 583	29,100	1,740	0	1,740	27,360	94.0%	29,100	-
141	Travel - Conferences	584	79,120	0	0	0	79,120	100.0%	79,120	-
142			<u>116,920</u>	<u>1,740</u>	<u>0</u>	<u>1,740</u>	<u>115,180</u>	<u>98.5%</u>	<u>116,920</u>	<u>0</u>
Liability & Accident Insurance										
143	Liability Insurance	522	325,149	0	0	0	325,149	100.0%	325,149	-
144	Accident Insurance	525	15,172	0	0	0	15,172	100.0%	15,172	-
145			<u>340,321</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>340,321</u>	<u>100.0%</u>	<u>340,321</u>	<u>0</u>

Groton Public Schools

Date prep: FY22 Budget Summary Review
 7/21/21 3:59 PM

Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)	
		2021-2022			Total			07/21/2021		
Communications										
146	Telephone, Telephone Repairs	530	67,925	965	0	965	66,960	98.6%	67,925	-
147	Postage	531	41,350	7,012	0	7,012	34,338	83.0%	41,357	(7)
148	Advertisement	540	5,000	0	0	0	5,000	100.0%	5,000	-
149	Minority Recruitment	541	5,000	0	0	0	5,000	100.0%	5,000	-
150	Printing Admin	550	11,542	0	2,140	2,140	9,402	81.5%	11,542	-
151	School Publications	551 & 552	3,500	0	400	400	3,100	88.6%	3,500	-
152			134,317	7,977	2,540	10,518	123,799	92.2%	134,324	(7)
Tuition: Special Education										
153	Sp.Ed Vocational	561	461,250	0	0	0	461,250	100.0%	461,250	-
154	Sp.Ed BoE Placements	562	2,557,392	0	0	0	2,557,392	100.0%	2,557,392	-
155	Sp.Ed State Placements	563	600,000	0	0	0	600,000	100.0%	600,000	-
156	Sp.Ed Magnet Choice	568	862,648	1,593	0	1,593	861,056	99.8%	862,648	-
157			4,481,290	1,593	0	1,593	4,479,698	100.0%	4,481,290	0
Tuition: Other										
158	Adult Ed	564	210,000	0	0	0	210,000	100.0%	210,000	-
159	Magnet Tuition	566	945,337	0	0	0	945,337	100.0%	945,337	-
160	Vo Ag Reg.Ed Tuition	567	95,522	0	0	0	95,522	100.0%	95,522	-
161			1,250,859	0	0	0	1,250,859	100.0%	1,250,859	0
162	Total Transportation, Insurance, Communication, Tuition		11,729,799	11,917	2,680	14,597	11,715,202	99.9%	11,729,806	(7)
Supplies										
Instructional Supplies										
163	General Classroom	601	117,527	0	2,147	2,147	115,380	98.2%	116,887	640
164	Science	602	26,320	0	4,919	4,919	21,401	81.3%	26,320	-
165	Arts & Crafts	603	23,577	0	6,929	6,929	16,648	70.6%	23,577	-
166	Phys. Ed	604	13,540	0	766	766	12,774	94.3%	13,540	-
167	Music	605	22,700	518	1,123	1,640	21,060	92.8%	22,700	-
168	Kindergarten	606	5,600	0	478	478	5,122	91.5%	5,600	-
169	Pupil Tests	607	70,700	0	4,515	4,515	66,185	93.6%	70,700	-
170	Tech. Ed	609	7,500	0	0	0	7,500	100.0%	7,500	-
171	Home Ec Supplies	613	12,700	0	0	0	12,700	100.0%	12,700	-
172	Sp.Ed Supplies	615	56,000	2,500	3,884	6,384	49,616	88.6%	56,000	-
173	Athletic Supplies	616	52,554	0	0	0	52,554	100.0%	52,554	-
174	Math Supplies	617	11,082	0	715	715	10,367	93.5%	11,082	-
175	Health Supplies	618	2,400	0	0	0	2,400	100.0%	2,400	-
176	Other Supplies	619	3,000	0	0	0	3,000	100.0%	3,000	-
177	Health Serv Pathogen	622	6,500	0	253	253	6,247	96.1%	6,500	-
178	School Library Supplies	623	5,250	0	0	0	5,250	100.0%	5,250	-
179	Food, Drink, Snacks	628	23,000	145	0	145	22,855	99.4%	23,000	-
180	Distance Learning Supplies	691	0	0	0	0	0	-	-	-
181			459,950	3,163	25,727	28,890	431,060	93.7%	459,310	640
Computer Supplies										
182	Computer Supplies	610 & 611	92,700	0	16	16	92,684	100.0%	92,700	-
183	Software	612	195,406	199,542	87,899	287,441	(92,035)	(47.1%)	197,066	(1,660)
184			288,106	199,542	87,915	287,457	649	0.2%	289,766	(1,660)
Electricity & Heating										
185	Electricity	631	972,729	2,245	27,905	30,151	942,578	96.9%	972,729	-
186	Propane/Natural Gas	632	294,355	1,263	0	1,263	293,092	99.6%	294,355	-
187	Heating Oil	633	193,986	0	0	0	193,986	100.0%	193,986	-
188			1,461,070	3,509	27,905	31,414	1,429,656	97.8%	1,461,070	0
Transportation Supplies										
189	Diesel for School Buses	634	128,439	0	0	0	128,439	100.0%	128,439	-
190	Gas for Maintenance	656	41,996	0	0	0	41,996	100.0%	41,996	-
191			170,435	0	0	0	170,435	100.0%	170,435	0
Textbooks & Library Books										
192	Textbooks	640	61,415	0	3,806	3,806	57,609	93.8%	65,171	(3,756)
193	Workbooks	641	19,410	0	2,088	2,088	17,322	89.2%	19,410	-
194	Textbook Rebind	642	950	0	0	0	950	100.0%	950	-
195	Library Books	645	21,700	0	0	0	21,700	100.0%	21,700	-
196	Periodicals	647	2,700	0	0	0	2,700	100.0%	2,700	-
197			106,175	0	5,893	5,893	100,282	94.4%	109,931	(3,756)

Groton Public Schools

Date prep: FY22 Budget Summary Review
 7/21/21 3:59 PM

Account	Object #s	FY22 Budget			FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)	
		2021-2022	Expenditures	Encumbered	Total			07/21/2021		
Facility/Maintenance Supplies										
198	Equipment Repair	650	28,503	365	1,061	1,426	27,077	95.0%	28,503	-
199	Grounds Supplies	651	18,862	0	0	0	18,862	100.0%	18,862	-
200	General Bldg Repair	652	65,101	991	3,026	4,017	61,084	93.8%	65,101	-
201	Painting	653	2,500	37	0	37	2,463	98.5%	2,500	-
202	Heat & Plumbing	654	34,057	703	6,667	7,371	26,686	78.4%	34,057	-
203	Electrical	655	30,250	2,466	1,760	4,226	26,024	86.0%	30,250	-
204	Safety Supplies	657 & 659	13,555	4,200	0	4,200	9,355	69.0%	13,555	-
205	Custodial Supplies	658	143,982	358	4,534	4,892	139,090	96.6%	143,982	-
206			<u>336,810</u>	<u>9,121</u>	<u>17,048</u>	<u>26,169</u>	<u>310,641</u>	<u>92.2%</u>	<u>336,810</u>	<u>0</u>
Other Supplies										
207	Sup Serv Guid Imp Ins	621	24,400	0	1,802	1,802	22,598	92.6%	24,400	-
208	Audio Visual	624 & 625	7,502	665	0	665	6,837	91.1%	7,502	-
209	General Admin Supplies	626	13,110	0	147	147	12,963	98.9%	13,110	-
210	School Admin Supplies	627	15,800	0	117	117	15,683	99.3%	15,800	-
211	Professional Materials	690	26,678	0	0	0	26,678	100.0%	26,678	-
212	Personal Protective Equipment	692 & 693	0	0	0	0	0	-	-	-
213			<u>87,490</u>	<u>665</u>	<u>2,066</u>	<u>2,731</u>	<u>84,759</u>	<u>96.9%</u>	<u>87,490</u>	<u>0</u>
214	Total Supplies		<u>2,910,036</u>	<u>216,000</u>	<u>166,556</u>	<u>382,555</u>	<u>2,527,481</u>	<u>86.9%</u>	<u>2,914,812</u>	<u>(4,776)</u>
Equipment										
Instructional Equipment										
215	Replace Instr Equip	730	12,730	0	0	0	12,730	100.0%	12,730	-
216	Add Instr Equipment	735	54,471	0	306	306	54,165	99.4%	49,323	5,148
217			<u>67,201</u>	<u>0</u>	<u>306</u>	<u>306</u>	<u>66,895</u>	<u>99.5%</u>	<u>62,053</u>	<u>5,148</u>
Non-Instructional Equipment										
218	Replace Non-Instr Equipment	731	10,000	0	0	0	10,000	100.0%	10,000	-
219	Add Non-Instr Equipment	736	0	60	400	460	(460)		60	(60)
220			<u>10,000</u>	<u>60</u>	<u>400</u>	<u>460</u>	<u>9,540</u>	<u>95.4%</u>	<u>10,060</u>	<u>(60)</u>
221	Total Equipment		<u>77,201</u>	<u>60</u>	<u>706</u>	<u>766</u>	<u>76,435</u>	<u>99.0%</u>	<u>72,113</u>	<u>5,088</u>
Dues - Fees										
Dues/Fees										
222	Dues BoE	810	25,541	21,088	0	21,088	4,453	17.4%	25,541	-
223	General Admin Dues	811	15,650	10,776	0	10,776	4,874	31.1%	15,926	(276)
224	School Admin Dues	812	43,669	5,585	1,020	6,605	37,064	84.9%	43,669	-
225	Other Dues	819	3,975	0	0	0	3,975	100.0%	3,975	-
226	Total Dues/Fees		<u>88,835</u>	<u>37,449</u>	<u>1,020</u>	<u>38,469</u>	<u>50,366</u>	<u>56.7%</u>	<u>89,111</u>	<u>(276)</u>
227	Grand Total		<u>77,438,090</u>	<u>1,661,223</u>	<u>7,658,661</u>	<u>9,319,884</u>	<u>68,118,206</u>	<u>88.0%</u>	<u>77,438,494</u>	<u>(404)</u>

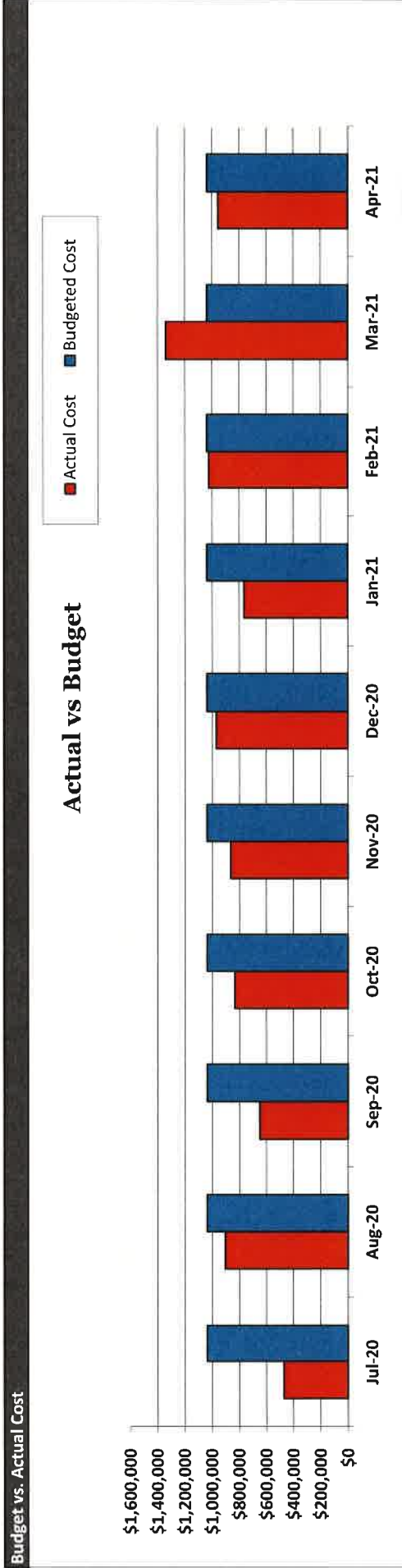
Groton Public Schools
FY22 Budget Summary Review
Summary at Program Level III

Function No.	Description	FY22 Budget	Encumbered		FY22 Total	Remaining	%	07/31/2021 FY22	Under/ (Over)
		2021-2022	2021-2022	2021-2022	2021-2022	Balance		Estimated 2021-2022	
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,269,421	18,723	786,498	805,221	12,464,200	93.9%	13,268,695	726
1102	FUNCTION-1102 ART	670,468	591	48,631	49,222	621,246	92.7%	670,468	-
1104	FUNCTION-1104 LANGUAGE ARTS	2,310,517	2,085	195,611	197,695	2,112,822	91.4%	2,310,517	-
1105	FUNCTION-1105 WORLD LANGUAGES	1,378,697	1,190	84,272	85,462	1,293,235	93.8%	1,378,697	-
1106	FUNCTION-1106 CONSUMER SCIENCE	149,479	121	8,371	8,492	140,987	94.3%	149,479	-
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	636,478	853	38,708	39,561	596,917	93.8%	636,478	-
1108	FUNCTION-1108 MATHEMATICS	2,151,284	1,893	186,925	188,817	1,962,467	91.2%	2,151,285	(1)
1109	FUNCTION-1109 MUSIC	731,431	1,072	47,786	48,858	682,573	93.3%	731,431	-
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,174,615	1,393	61,345	62,738	1,111,877	94.7%	1,174,882	(267)
1111	FUNCTION-1111 SCIENCE	2,249,495	1,886	138,369	140,255	2,109,240	93.8%	2,249,495	-
1112	FUNCTION-1112 SOCIAL STUDIES	1,821,305	1,611	161,602	163,213	1,658,092	91.0%	1,821,305	-
1114	FUNCTION-1114 HEALTH EDUCATION	220,609	392	18,377	18,770	201,839	91.5%	220,609	-
1116	FUNCTION-1116 CO-OPERATIVE WORK EXPEF	0	17	1,177	1,194	(1,194)	0.0%	-	-
1117	FUNCTION-1117 INTERN. BACCALAUREATE	67,250	0	0	0	67,250	100.0%	67,250	-
1118	FUNCTION-1118 IB - CAREERS-RELATED PROC	18,179	0	0	0	18,179	100.0%	18,179	-
1119	FUNCTION-1119 UNCLASSIFIED	1,371,266	145,850	1,354	147,204	1,224,062	89.3%	1,371,126	140
1121	FUNCTION-1121 BUSINESS EDUCATION	332,696	621	19,094	19,715	312,981	94.1%	332,696	-
1124	FUNCTION-1124 HEALTH OCCUPATIONS	71,898	13	886	898	71,000	98.8%	71,898	-
1260	FUNCTION-1260 ENRICHMENT	38,724	0	0	0	38,724	100.0%	38,724	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	2,914,729	2,701	189,311	192,012	2,722,717	93.4%	2,914,729	-
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVI	1,097,479	11,918	56,109	68,027	1,029,452	93.8%	1,097,479	-
Total Regular Instruction		32,699,370	240,930	2,061,783	2,302,713	30,396,657	93.0%	32,698,772	598
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,235,951	1,398	52,474	53,872	1,182,079	95.6%	1,235,950	1
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	20,290	-
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTIO	792,073	190	13,355	13,545	778,528	98.3%	792,073	-
1230	FUNCTION-1230 SPECIAL EDUCATION	8,176,457	13,786	361,042	374,828	7,801,629	95.4%	8,176,457	-
1250	FUNCTION-1250 BLIND	26,599	0	0	0	26,599	100.0%	26,599	-
1280	FUNCTION-1280 HEARING IMPAIRED	107,224	111	8,181	8,292	98,932	92.3%	107,224	-
Total Special Instruction		10,358,594	15,484	435,053	450,537	9,908,057	95.7%	10,358,593	1
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	84,133	0	0	0	84,133	100.0%	84,133	-
1320	FUNCTION-1320 ADULT EDUCATION	210,000	0	0	0	210,000	100.0%	210,000	-
Total Continuing Education		294,133	0	0	0	294,133	100.0%	294,133	0
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	810,389	13	1,305	1,319	809,070	99.8%	810,389	0
TOTAL INSTRUCTION		44,162,486	256,428	2,498,141	2,754,569	41,407,917	93.8%	44,161,887	599
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	878,367	60,180	578,622	638,802	239,565	27.3%	877,989	378
2110	FUNCTION-2110 SOCIAL WORK SERVICES	355,751	289	19,727	20,016	335,735	94.4%	355,751	-
2120	FUNCTION-2120 GUIDANCE SERVICES	1,595,294	9,041	78,886	87,927	1,507,367	94.5%	1,595,759	(465)
2130	FUNCTION-2130 HEALTH SERVICES	1,237,137	2,205	23,151	25,356	1,211,781	98.0%	1,237,137	-
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,241,410	1,011	74,137	75,148	1,166,262	93.9%	1,241,410	-
2150	FUNCTION-2150 SPEECH & HEARING SERVICE	1,162,998	1,065	74,312	75,377	1,087,621	93.5%	1,162,998	-
Total Support Services - Pupils		6,470,957	73,791	848,835	922,626	5,548,331	85.7%	6,471,044	(87)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - CO	369,442	25,928	268,157	294,085	75,357	20.4%	369,442	-
2202	FUNCTION-2202 SUPPORTING SERVICES - DEI	15,761	0	0	0	15,761	100.0%	15,761	-
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCT	235,564	15,654	3,772	19,426	216,138	91.8%	237,269	(1,705)
Total Support Services - Staff		620,767	41,582	271,929	313,511	307,256	49.5%	622,472	(1,705)
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERV	30,241	21,088	0	21,088	9,153	30.3%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SE	1,565,287	74,167	488,366	562,533	1,002,754	64.1%	1,565,563	(276)
2313	FUNCTION-2313 BUSINESS OFFICE	976,596	33,899	122,343	156,242	820,354	84.0%	976,596	-
2410	FUNCTION-2410 SCHOOL ADMINISTRATION	4,278,680	247,032	2,612,644	2,859,676	1,419,004	33.2%	4,278,680	-
Total General Support Services		6,850,804	376,186	3,223,353	3,599,539	3,251,265	47.5%	6,851,080	(276)
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENA	6,830,961	172,291	438,302	610,593	6,220,368	91.1%	6,830,961	-
2520	FUNCTION-2520 PUPIL TRANSPORTATION	5,837,953	23,265	66,083	89,348	5,748,605	98.5%	5,837,953	0
2540	FUNCTION-2540 COMPUTER SUPPORT SERVIC	1,504,213	255,063	311,766	566,829	937,384	62.3%	1,503,148	1,065
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	0	253	253	2,247	89.9%	2,500	-
Total Operational Services		14,175,627	918,644	816,404	1,735,047	12,440,580	87.8%	14,174,562	1,065
TOTAL SUPPORT SERVICES		28,118,155	1,410,203	5,160,521	6,570,723	21,547,432	76.6%	28,114,158	(1,003)
Community Services									
3710	FUNCTION 3710-NONPUBLIC SCHOOL	96,550	0	0	0	96,550	100.0%	96,550	0
Non-Programmed Charges									
4100	TUITION PAYMENTS	5,060,899	1,593	0	1,593	5,059,307	100.0%	5,060,899	0
GRAND TOTAL		77,438,090	1,668,223	7,658,661	9,326,884	68,111,206	88.0%	77,438,494	(404)
									0.00%

BOE Groups Active & Retired

Cost vs Budget Dashboard - data through May 2021

Self Insured - All Coverages All Enrollees		Claim/Admin. Cost										Variance - Total	
Date	Lives	Net Medical Paid Claims	Rx Paid Claims	Dental Paid Claims	Total Net Paid Claims	Total Fixed Costs	Total Cost	BOE Monthly Budget*	Cost vs BOE Budget	Actual/Estimated BOE 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	\$196,795	\$74	\$861,721	\$92,995	\$954,717	\$1,037,603	(\$82,886)	92.0%			
May-21	582	\$775,060	\$194,055	\$0	\$969,114	\$93,126	\$1,062,240	\$1,037,603	\$24,638	102.4%			
YTD	6448	\$6,915,472	\$1,667,124	\$224,032	\$8,806,628	\$1,030,399	\$9,837,027	\$11,413,628	(\$1,576,602)	86.2%			



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 BOARD OF EDUCATION
SPECIAL MEETING MINUTES
AUGUST 9 @ 5:00 P.M.
CENTRAL OFFICE, ROOM 11**

Members Present: Chairman Kim Shepardson Watson, Vice Chairman Andrea Ackerman, Dean Antipas, Jane Giuliani, Rosemary Robertson, Jay Weitlauf, Lee White

Members Absent: Elizabeth Porter, Rita Volkmann

Also Present: Susan Austin

I. CALL TO ORDER

Chairman Shepardson-Watson called the meeting to order at 5:00 p.m.

II. SUPERINTENDENT'S SELF-EVALUATION AND FUTURE GOALS

MOTION: Giuliani, Robertson; to go into executive session at 5:02 p.m. to discuss the superintendent's self-evaluation and future goals and to invite Susan Austin to attend.

MOTION PASSED UNANIMOUSLY

MOTION: White, Weitlauf; to return to open session at 6:04 p.m.

MOTION PASSED UNANIMOUSLY

III. ADJOURNMENT

MOTION: Ackerman, White; to adjourn at 6:05 p.m.

MOTION PASSED UNANIMOUSLY

Personnel – Certified/Non-Certified**Conduct****Threatening Behavior/Threatening Acts/Bullying/Harassment**

~~The~~ Groton Public Schools ~~is~~ ~~are~~ committed to providing all personnel with a safe and supportive environment in which everyone behaves responsibly and respectfully toward others. The Board of Education (Board) recognizes that school children are often influenced by the conduct displayed by teachers and other members of a school's staff. The Board expects that staff will strive to set the kind of example for students that will serve them well in their own conduct and behavior and ~~will~~ contribute toward an appropriate school atmosphere.

Certified/Non-Certified personnel shall be informed of the responsibility to report any information or knowledge relevant to conduct prohibited by this policy.

Threats of harm to self or others, threatening behavior or acts of violence, including threats to damage school property shall not be tolerated on the District property or at activities under ~~its the~~ jurisdiction ~~of the school-district~~. Every employee is expected to deal in a nonthreatening way with students, parents, and other staff members.

In addition, behavior that constitutes bullying of staff or students, ~~is~~ also prohibited. Bullying, for purposes of this policy, is any overt act, including electronically transmitted acts i.e., internet, cell phone, personal digital assistant (PDA), wireless hand held device or similar device by a school District employee directed at another employee or students, with the intent to ridicule, harass, humiliate, or intimidate another, which acts are committed more than once, whether on or off school grounds, or during or after the school day.

Harassment

The Board strives to provide a safe, positive working climate for its employees. Harassment, in any form, therefore, will not be tolerated. This policy applies to all staff members, Board members, parents, employees, vendors, contractors, volunteers, and visitors who are on District property, or on property within its District's jurisdiction, including buses operated by or for the District; while engaged in District activities and while away from District grounds if the misconduct directly affects the good order, efficient management, and welfare of the District.

Employees and all others on District property are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that may otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

For purpose of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, gender, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation including gender identity/expression or age, when such conduct/harassment:

1. is sufficiently severe, persistent or pervasive that it affects an individual's ability to participate in, or benefit from, an educational program or activity, or creates an intimidating, threatening, or abusive education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or work performance;
3. adversely affects an individual's learning or work opportunities;
4. is made, either explicitly or implicitly, a term or condition of an individual's education, employment, or participation in District programs or activities; and if
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature and/or;
- repeated demeaning jokes, stories, or activities directed at the individual.

Each staff member shall be responsible to maintain an educational/working environment free from all forms of unlawful harassment.

Should harassment be alleged, the Board's policy is that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

To maintain a work environment that prohibits unlawful harassment, the Board designates Superintendent/designee to implement this policy

Disciplinary action, when necessary, will be applied in accordance with applicable laws, policies, and collective bargaining agreements.

This publication and posting shall inform students, parents, independent contractors and volunteers that unlawful harassment will not be tolerated within Groton Public Schools.

Legal References:

Connecticut General Statutes - Section 10-221 Board to Prescribe Rules 53a-217b Possession of Firearms and Deadly Weapons on School Grounds GOALS 2000: Educate America Act, Public Law 103-227
Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

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

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8 (a) 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation)

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy adopted: February 11, 2002
Revised: January 14, 2013
Revised:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Personnel -- Certified/Non-Certified

Harassment

Harassment Complaint Procedure

If an individual believes that he/she is being or has been harassed, that person should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the employee shall have the option of pursuing either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or of filing a formal complaint procedure that is defined below.

Any employee who makes an informal oral complaint of harassment to his/her supervisor, site administrator, or the Superintendent/designee to implement this policy will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the employee may pursue the formal complaint procedure, which involves submitting a written complaint to his/her supervisor, site administrator, or the Superintendent/designee to implement this policy. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

All formal complaints and informal complaints are to be forwarded immediately to the Superintendent/designee to implement this policy, unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the building level administrator in concert with the Superintendent/designee to implement this policy, will, as soon as possible, commence an effective, thorough, objective and complete investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter, and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.

If the complainant is dissatisfied with the result of the investigation, he/she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If after a thorough investigation, there is reasonable cause to believe that harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

This publication and posting shall inform employees that unlawful harassment will not be tolerated in the District.

Regulation adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Students

Harassment

The Board strives to provide a safe, positive learning climate for its students. Therefore, harassment, in any form, will not be tolerated. This policy applies to all students who are on District grounds or property or on property within the jurisdiction of the District; on buses operated by or for the District; while attending or engaged in District activities; and while away from District grounds if the misconduct directly affects its good order, efficient management, and welfare of the District.

Students and others are expected to adhere to a standard of conduct that is respectful and courteous to all. The principle of freedom of expression that might otherwise protect the most offensive public speech does not protect or encompass a right to threaten the dignity and privacy of an individual. Such personally directed behavior will not be tolerated. It is contrary to academic values, debilitates its victims, compromises the offenders, and undermines the District's fundamental commitment to individual freedom and respect for all its members. Furthermore, acts of intolerance may destroy the very atmosphere in which freedom of expression is otherwise tolerated and cherished.

For purpose of this policy, harassment consists of verbal, written, graphic, or physical conduct relating to an individual's race, color, religion, sex, national origin/ethnicity, physical attributes or disability, parental or marital status, sexual orientation, including gender identity/expression or age when such conduct/harassment:

1. is sufficiently severe, persistent, or pervasive that it affects an individual's ability to participate in, or to benefit from, an educational program or activity or creates an intimidating, threatening, or abusive education environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's academic or performance;
3. otherwise adversely affects an individual's learning opportunities;
4. is made either explicitly or implicitly a term or condition of an individual's education, or participation in District programs or activities; and if
5. exposure to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; and

Harassment as set forth above may include, but is not limited to:

- verbal, physical, or written intimidation or abuse;
- repeated remarks of a demeaning or condescending nature;
- repeated demeaning jokes, stories, or activities directed at the individual.

Each student shall be responsible to respect the rights of all students and staff and to ensure an environment free from all forms of unlawful harassment.

Should harassment be alleged, the Board's policy is that it shall be thoroughly investigated, that there shall be no retaliation against the victim of the alleged harassment, and that the problem/concern shall be appropriately addressed.

To maintain a learning environment that prohibits unlawful harassment, the Board designates the Superintendent/designee to implement this policy.

This publication and posting shall inform students that unlawful harassment will not be tolerated in the District.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29CFR Sec. 1606.8 (a0 62 Fed. Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512(1/19/01)
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26,1998)
Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26,1998)
Gebser v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
Connecticut General Statutes
46a-60 Discriminatory employment practices prohibited.
10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation)
10-153 Discrimination on account of marital status.
17a-101 Protection of children from abuse.

Policy adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Students

Harassment

Harassment Complaint Procedure

If a student believes that he/she is being or has been harassed, the student should immediately inform the harasser that his/her behavior is unwelcome, offensive, in poor taste, unprofessional, or highly inappropriate.

If the offensive behavior is repeated following a request to the harasser that it cease, the student shall have the option of pursuing, either an informal complaint procedure designed to educate the harasser and to eliminate the problem, or of filing formal complaint procedure that is defined below.

Any student who makes an informal verbal complaint of harassment to any staff member will be provided a copy of these regulations and will be encouraged to pursue the formal procedure should the informal investigation and intervention, if required, prove unsuccessful in eliminating the objectionable behavior. However, it is not necessary for the person being harassed to wait until the offensive behavior is repeated before filing a complaint. Offensive behavior of an egregious nature would warrant an immediate and formal complaint be filed and submitted to the building principal/designee.

If, following requests to cease objectionable, harassing behavior, said behavior continues, and if the informal procedure has also proven unsatisfactory, or unacceptable, the student may pursue the formal complaint procedure which involves submitting a written complaint to his or her principal or assistant. The complaint should list the name of the complainant, the date of the complaint, the date of the alleged harassment, the name(s) of the harasser(s), where such harassment occurred, and a detailed statement of the circumstances constituting the alleged harassment.

If the complainant is a minor student, the person to whom the complaint is given should consider whether a child abuse report should be completed. (See Policy #5141.4, Child Abuse by School Employees)

All formal complaints and informal complaints involving staff are to be forwarded immediately to the Superintendent/designee unless that individual is the subject of the complaint, in which case the complaint should be forwarded directly to the Superintendent.

Upon receiving a formal complaint, the building level administrator in concert with the Superintendent/designee, will, as soon as possible, commence an effective, thorough, objective and complete, investigation of the complaint. The investigator shall consult with all individuals reasonably believed to have relevant information, including the complainant and the alleged harasser, any witnesses to the conduct, and victims of similar conduct that the investigator reasonably believes may exist.

The investigation shall be free of stereotypical assumptions about either party. The investigation shall be carried on discreetly, maintaining confidentiality insofar as possible while still conducting an effective and thorough investigation. Throughout the entire investigative process, the due process rights of the alleged harasser will be upheld. The investigator shall make a written report summarizing the results of the investigation and proposed disposition of the matter and shall provide copies to the complainant, the alleged harasser, and, as appropriate, to all others directly concerned.

If the complainant is dissatisfied with the result of the investigation, he/she may file a written appeal to the Superintendent, who shall review the investigator's written report, the information collected by the investigator, together with the recommended disposition of the complaint to determine whether the alleged conduct constitutes harassment. The Superintendent may also conduct a reasonable investigation, including interviewing the complainant and alleged harasser and any witnesses with relevant information. After completing this review, the Superintendent shall respond to the complainant, in writing, as soon as possible.

If, after a thorough investigation, there is reasonable cause to believe that harassment has occurred, the District shall take all reasonable actions to ensure that the harassment ceases and will not recur. Actions taken in response to situations of harassment may include reprimand, reassignment, transfer, suspension, expulsion, disciplinary action, or discharge from employment.

The harasser and any other involved individuals, if appropriate, will be informed that appropriate action shall be taken if further acts of harassment or retaliation occur. If further acts of harassment or retaliation do occur, appropriate action shall be taken.

This publication and posting shall inform students that unlawful harassment will not be tolerated in the District.

Regulation adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut