

**GROTON BOARD OF EDUCATION  
COMMITTEE OF THE WHOLE MEETING  
SEPTEMBER 13, 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 to [www.grotonschools.org](http://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

1. Call to Order
2. BoE Regular Business
  - a. Approval of the C.O.W. meeting minutes of August 9, 2021 (Attachment #1)
3. Report on the Opening of School
4. Update re: Transportation
5. 2020-21 Safe School Climate Survey Results for GMS & FHS
6. Sustainability of Technology
7. Budget Priorities & Timeline (Attachment #2)
8. Review Referral List (Attachment #3)
9. Suggested Future Topics
10. Adjournment

GROTON BOARD OF EDUCATION  
COMMITTEE OF THE WHOLE  
AUGUST 9, 2021 @ 6:00 P.M.  
CENTRAL OFFICE, ROOM 11

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

MEMBERS ABSENT: Liz Porter, Rita Volkmann

ALSO PRESENT: Susan Austin, Sam Kilpatrick, Ken Knight

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

II. BOE REGULAR BUSINESS

MOTION: Robertson, White: To approve the COW minutes of July 12, 2021.  
YES – Watson, Ackerman, Giulini, Robertson, Weitlauf, White  
ABSTAINED - Antipas  
PASSED

III. UPDATE RE: FACILITIES

Mr. Norris noted:

- Middle School project is closing out; it is \$5 million under budget
- Elementary projects have been delayed due to the floor tiles; however, we have chosen to go forward with the replacement of the tiles; MR – 3<sup>rd</sup> floor will be done by tomorrow; TR is moving forward; delivery of the ballistic doors at the entry have been delayed; work on the installation of the Promethean Boards at TR site have been done; they are finishing the bridge on Fishtown Road for those students to get to MR school; they are working on the fire alarms and the building inspector will be going through the schools soon.

Mr. Kilpatrick gave an update on the FHS asbestos project noting that the tile fitters are not being forth coming. Mr. Kilpatrick noted that they are doing the Fire Alarm at CB and it is going very well and will be done on time.

IV. REVIEW ARP ESSER FINAL PLAN (Attachments #1, 2)

Ms. Austin reviewed the ARP ESSER III Smart Goals and summary of the 3 ESSER budgets.

V. UPDATE RE TRANSPORTATION COMMUNICATION

Ms. Austin gave an overview of Transportation Communication. Groton Public Schools will be reviewing the routes and times involved in getting students to and from school and making any necessary adjustments.

VI. SALARY COMPARISON – (Attachment #3)

Mr. Knight reviewed the survey results regarding salary comparison of paraprofessionals, substitute teachers, and building substitutes.

VII. BOE SELF-EVALUATION

Mrs. Watson noted that only 4 Board members filled out the Board self-evaluation. The Board reviewed the survey results of the self-evaluation.

VIII. REVIEW OF REFERRAL LIST

The Board reviewed the Referral List.

XI. SUGGESTED FUTURE TOPICS

NONE

XII. ADJOURNMENT

MOTION: Ackerman, Robertson: To adjourn at 7:05 p.m.  
MOTION PASSED UNANIMOUSLY

## ARP ESSER III Smart Goals

### Priority 1: Learning Acceleration, Academic Renewal, and Student Enrichment:

Smart goal(s):

By FY24, Groton Public Schools (GPS) will increase its ELA DPI from 68.9 (FY19) to 71.8 and Math DPI from 63.8 (FY19) to 69.6. GPS will accomplish this goal by providing enhanced instruction aimed at accelerating student learning. GPS will hire additional staff to support students during in-school tutoring, before and after-school enrichment programs, online credit recovery programs, and summer school, with an emphasis on the needs of special student populations. An ongoing GPS goal is also to increase the number of underrepresented high school students enrolled in International Baccalaureate, AP, UCONN and honors courses and improve graduation rates from FY19 to FY24.

Groton Public Schools routinely collects and analyzes data on student academic progress via grade level assessments and standardized tests (SBAC, SAT), while carefully monitoring underrepresented groups. This data was used to conduct a needs assessment on student academic performance during the pandemic and identify students needing credit recovery or specialized tutoring. The summer camps were open to all students. The needs assessment revealed that many GPS students, especially those from underserved populations, will need extra academic and social-emotional support in the coming years to compensate for learning loss during the pandemic. We believe this was due in part to chronic student absenteeism and an increase in the number of students that became disconnected from their schools and academic support during the pandemic.

### Priority 2: Family and Community Connections

Smart Goal(s):

In alignment with the ESSER family and community connection goals targets, Groton Public Schools (GPS) will increase district and school communications with family and the community to provide learning opportunities, related to academic and Social Emotional Learning (SEL) goals, and to support students at home (i.e. forums, focus groups, surveys, webinars, parent workshops, and family nights with parents and students, etc.).

In alignment with ESSER goal targets, GPS will increase the engagement of the number of underrepresented students based on improved attendance for all levels from FY19 to FY24.

In alignment with ESSER goal targets, chronic absenteeism will decrease based on FY19 data as compared to FY24.

GPS collects data on student and family engagement while carefully monitoring underrepresented groups. *Attendance Matters* action plans are in place regarding chronic absenteeism and reengagement of those who are disconnected. Use of our school intervention teams and support staff in making home visits, phone calls, and any other outreach has been effective in reconnecting many students. Additional focus groups and surveys have been sent out to students and families to gather their input in order to assess their needs.

### **Priority 3: School Social-Emotional Well-being of the "Whole Student" and of our School Staff**

#### Smart Goal(s)

In alignment with ESSER social and emotional goal targets, Groton Public Schools (GPS) provides resources to support social emotional learning with core instruction and tiered intervention supports.

Action plans are in place to provide core instruction and intervention in social emotional learning. GPS will be part of the CT state pilot to assess and survey students in Social Emotional Learning (SEL). Use of our school intervention teams and support staff in making home visits, phone calls, and other outreach has been effective in providing additional counseling and support for many students, especially during COVID-19.

### **Priority 4: Remote Learning, Staff Development, and the Digital Divide**

#### Smart Goal(s)

In alignment with ESSER instructional technology and digital learning goal targets, as well as access to technology and connectivity, Groton Public Schools (GPS) will continue to upgrade access to technology and connectivity while providing professional development to staff and technical assistance to staff, students and families.

With the support of the Student Data Manager, GPS collects data on student academic progress, while carefully monitoring underrepresented groups. GPS will continue to provide students with access to technology and connectivity, provide staff with professional development, as well as technology assistance for staff, students, and families in order to close the digital divide. Technology plans include the upgrade of software, devices, and other resources like infrastructure. The district strategic plans focus on rigorous and relevant curriculum, instruction and assessments, based on the Connecticut Core Standards. Our goal is to have all students back full time, for in-person learning, and to use best practices for blended learning at school and home.

### **Priority 5 Building Safe and Healthy Schools**

#### Smart Goal(s):

In alignment with ESSER school safety and health goal targets, continue to provide resources to support physical health and safety (from PPE, cleaning supplies, staff professional learning etc.). Groton Public Schools (GPS) will continue to follow CDC, CSDE, and Ledge Light Health District recommendations for health protocols and mitigating health/safety measures in schools.

Additional focus groups and surveys will be sent out to students, parents, and teachers to gather their input in order to assess their needs around school safety, climate and culture. GPS will continue monitoring community health and updating mitigating procedures due to impact of community health in school.

Groton Public Schools  
Summary of the 3 ESSERS

	ESSER I		ESSER II		ARP ESSER III	
	Use by 9/30/2022		Use by 9/30/2023		Use by 9/30/2024	
	\$\$	% of total	\$\$	% of total	\$\$	% of total
<b>Learning Acceleration, Academic Renewal and Student Enrichment</b>						
Teachers	192,095		586,584		844,573	Intervention, coaching, curriculum
Tutors	47,597		1,008,000		542,556	FY22&23 funded by ESSER II
Substitutes/Teacher Support	88,271				511,472	Funding for Buiding subs FY22-24
MYP/STEAM Coordinators					389,957	FY22 funded by MISAP grant
Summer School			117,668		90,000	
School supplies	93,177		100,000			
<b>SubTotal</b>	<b>421,140</b>	<b>61.3%</b>	<b>1,812,252</b>	<b>59.5%</b>	<b>2,378,558</b>	<b>36.2%</b>
<b>Family and Community Connections</b>						
Community Coordinators	22,365		44,730		40,000	
Career Pathways/Magnet Support					187,055	FY22 funded by Courtney grant
Food Service (labor/equip)	113,081				60,000	
Communication/Marketing					75,000	
Parenting Sessions					30,000	
<b>SubTotal</b>	<b>135,446</b>	<b>19.7%</b>	<b>44,730</b>	<b>1.5%</b>	<b>392,055</b>	<b>6.0%</b>
<b>Social, Emotional and Mental Health of Students and School Staff</b>						
Social Workers	64,113		297,640		162,756	FY22&23 funded by ESSER II
SEL Coordinator/Tutors					843,834	Funding for FY22-24
DEI Coordinator/Supplies/PD					370,000	Funding for FY22-24
PD for counselors					75,000	
<b>SubTotal</b>	<b>64,113</b>	<b>9.3%</b>	<b>297,640</b>	<b>9.8%</b>	<b>1,451,590</b>	<b>22.1%</b>
<b>Strategic Use of Technology, Staff Development and the Digital Divide</b>						
Learning software			300,000		150,000	FY22&23 funded by ESSER II
Other software (Zoom/Perf Matters)					105,000	
Teacher Technical Support			230,000		284,473	
Grant Coordination/Evaluation					120,000	
Devices/Hot Spots					375,000	
Staff Development/TC			78,342		330,000	
<b>SubTotal</b>	<b>0</b>	<b>0.0%</b>	<b>608,342</b>	<b>20.0%</b>	<b>1,364,473</b>	<b>20.8%</b>
<b>Building Safe and Healthy Schools</b>						
Extra PT Custodial Staff	66,183		132,366		66,183	FY22&23 funded by ESSER II
PPE			150,000			
HVAC					920,000	
<b>SubTotal</b>	<b>66,183</b>	<b>9.6%</b>	<b>282,366</b>	<b>9.3%</b>	<b>986,183</b>	<b>15.0%</b>
<b>Grand Total</b>	<b>686,882</b>	<b>100.0%</b>	<b>3,045,330</b>	<b>100.0%</b>	<b>6,572,859</b>	<b>100.0%</b>

## Groton Public Schools

## Salary Comparison of Paraprofessional/Sub rates across multiple districts

As of 08/02/2021

	Entry Level Paraprofessional per hour rate	Regular Sub Teacher per day rate	Building Sub Teacher per day rate	Long Term Sub Teacher** per day rate
Minimum Rate*	\$ 13.00	\$ 85.00	\$ 90.00	\$ 150.00
Maximum Rate*	\$ 17.55	\$ 115.00	\$ 125.00	\$ 263.00
Average Rate*	\$ 14.28	\$ 98.48	\$ 105.88	\$ 218.73
Groton Rate	\$ 14.31	\$ 94.50	\$ 105.00	\$ 265.90

\* Based on survey responses received

\*\* In Groton, long Term Subs are paid at Building Sub rate for first 40 days, then at daily equivalent of teachers rate for Bachelors Degree Step 1

## FY2022/2023 BUDGET CALENDAR

Monday, October 4, 2021	Administrators' meeting/Business Office begins preparing budgets for 2022/2023 school year
Friday, November 19, 2021	Principals submit budget data to Business Manager
Monday, November 29, 2021	Business Office enters 2022/2023 budget data and prepares draft documents
December 1 - 17, 2021	Superintendent and administrators review and discuss
Monday, December 6, 2021	Review with BOE Finance/Facilities Committee
Monday, January 3, 2022	Superintendent presents budget to the Board of Education
Monday, January 10, 2022	2022/2023 budget work session
Tuesday, January 18, 2022	Public Hearing/Board of Education Special Meeting on the budget & 2022/2023 budget work session
Monday, January 24, 2022	2022/2023 budget work session
Monday, January 31, 2022	2022/2023 budget work session
Wednesday, February 2, 2022	Joint BOE/Town Council/RTM budget meeting & 2022/2023 budget work session
Monday, February 7, 2022	2022/2023 budget work session
Wednesday, February 16, 2022	2022/2023 budget work session
Monday, February 21, 2022	Board of Education adopts 2022/2023 budget
Monday, February 28, 2022	Business Office makes revisions and prepares adopted budget for submittal to Town Manager
By March 15, 2022	Printed budget book to Town Council & RTM (Town Manager transmits to Town Council by March 15)
March - April, 2022	Town Council budget review
By April 28, 2022	Town Council adopts 2022/2023 budget
April – May, 2022	RTM budget review
By May 25, 2022	RTM adopts 2022/2023 budget



**BOARD OF EDUCATION - REFERRAL TRACKING SHEET**

Revised: July 13, 2021

Referral #	Date Initiated	Subject	Referred to	Action	Status Report
		<b>Curriculum/Instruction</b>			
R2015-37	12/10/18	Review the assessment of grammar (AA)	Curriculum	FCM	
R2020-19	9/21/20	Review of Spelling	Curriculum	FCM	
R2021-4	6/14/21	Discussion of final exams and mid-term exams and how they affect MS and HS students (EP)	Curriculum	FCM	
		<b>Policy Development</b>			
R2017-6	3/6/17	Review policy P 3520.11 Electronic Information Security	Policy	FCM	Ongoing
R2017-7	3/6/17	Review policy P 3543.31 Electronic Communication Use and Retention	Policy	FCM	Ongoing
R2018-10	6/4/18	Review policy P 5111.3 Protection of Undocumented Students	Policy	FCM	Ongoing
R2018-25	1/7/19	Review policy P 6146.1 Examination Grading	Policy	FCM	Ongoing
R2020-20	10/6/20	Review policy P 9000 Rules of Procedure	Policy	FCM	
R2020-22	10/19/20	Review policy P 5112.2 Admission Requirements for Resident Students	Policy	FCM	
		<b>COW</b>			
R2018-18	12/10/18	Discussion of student achievement by sub groups (KF)	COW	FCM	Ongoing
R2020-8	5/18/20	Discussion of a regional approach to Transition Academy and the need for an alternative high school and how to support each (KW)	COW	FCM	Ongoing
R2020-10	6/8/20	Review of Report Cards (RV)	COW	FCM	
R2020-12	6/8/20	Assessment of what went well and what went wrong with distance learning and the inequities	COW	FCM	Ongoing
R2020-21	10/15/20	Discussion of STEM Masters for Diversity (RV)	COW	FCM	
R2020-26	11/9/20	Discussion of STEM Residency for Diversity (RV)	COW	FCM	
R2020-23	10/19/20	Discussion and review of the work of the DEI Committee	COW	FCM	Ongoing
R2021-5	6/14/21	Discussion of the cost of AP and IB tests and who pays for them (RV)	COW	FCM	
R2021-8	7/12/21	Discussion of One Card, One Community (LW)	COW	FCM	
		<b>Finance/Facilities</b>			
R2021-2	2/1/21	Building substitutes for the 2021-22 school year (RV)	Fin/Fac	FCM	
R2021-3	6/14/21	Review the cost of bus monitors (EP)	Fin/Fac	FCM	
R2021-6	6/14/21	Purchase of vans to transport SpEd students (RV)	Fin/Fac	FCM	
R2021-7	6/21/21	Substitute teacher/paraprofessional wages (KW)	Fin/Fac	FCM	
		<b>Miscellaneous</b>			

FCM = Future Committee Meeting