

**GROTON BOARD OF EDUCATION
REGULAR MEETING MINUTES
SEPTEMBER 27, 2021 @ 6:00 P.M.
REMOTE MEETING**

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

MEMBERS ABSENT: Jane Giulini

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

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

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Seth Danner.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

NONE

III. COMMENTS FROM CITIZENS

1. Mrs. Angel Kendricks, NEA parent, asked whether Open House would be virtual or in-person and when would it be determined.
2. Mrs. Mary Frank, 119 Haley Road, asked how registration information is forwarded to the schools.

IV. RESPONSE TO COMMENTS FROM CITIZENS

1. Ms. Austin stated that Principals would like to Open House in-person.
2. Mrs. Watson noted that the Central Office would provide the information regarding how registration information is forwarded to the schools.

V. STUDENT REPRESENTATIVE REPORT

Student Representatives Isaiah Anderson and Allyssa Schuyler introduced themselves. Mr. Keleher noted that there will be a Fitch Friday, Homecoming, however, there will be no pep rally. Mr. Keleher stated that he would be meeting with students to determine what other activities will take place.

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report

1. School Opening Report - Ms. Austin noted that September 7th is the culmination of the Groton 2020 plan with the opening of the two new elementary schools; Mystic River and Thames River. We are continuing with the COVID protocol. Ms. Austin gave a shout out to Mr. Kilpatrick and Mr. Lonsdale for their efforts regarding transportation with STA. Ms. Austin noted that Groton has experienced a shortage of up to 10 drivers. Mr. Kilpatrick stated that 3 drivers have returned and that he receives changes to the routes on a daily basis.

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS – cont.

2. State Data Presentation - Ms. Austin gave an overview of the SBAC Summative Assessment Results 2020-2021. **(ATTACHMENT #1)**

B. Assistant Superintendent Report

- a. Revision of Electives at Groton Middle School – Mr. Bass gave an overview of the purposed electives and new courses at Groton Middle Schools:
 1. Study Skills – MYP - classes included ATL Skills (6th grade), Calm the Chaos (7th grade)
 2. Music Electives - classes included World Drumming (grades 7 & 8), Guitar (grades 7 & 8), and Music Technology (grades 7 & 8)
 3. Multimedia 1 and 2
 4. PE Electives - classes included Strength and Balance (grade 7), Fitness (grade 8), and Dance (updated from ¼ to a semester)
 5. Art –classes included 6th grade Art, Intermediate Art, and Advanced Art.

C. Business Manager

1. Object Code Summary **(ATTACHMENT #2)** – Mr. Knight reviewed the Object Code Summary dated September 20, 2021 that shows a projected deficit of \$17,144.
2. Health Insurance Report – Mr. Knight reviewed the Health Insurance Report for the month of July. **(ATTACHMENT #3)**

D. Director of Buildings and Grounds

1. Update re: Facilities – Mr. Kilpatrick noted:
 - New Elementary Schools – working on the punch list and waiting for approval of purchases;
 - His crew is working on MM – can't wait to get Robotics in the school.
 - The trailer for ECAT (Early Childhood Assessment Team) was moved to CB but had to be exchanged for a larger one at very little cost differential.

VII. COMMITTEE REPORTS

- A. Policy – Mrs. White noted that the Policy Committee met and that there are policies on the agenda for a second reading.
- B. Curriculum – Dr. Ackerman noted that the Curriculum Committee met and reviewed the proposed electives for the Groton Middle School. Dr. Ackerman noted that the next step is to look at the processes.
- C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee met on September 2, 2021 and that Mr. Knight presented the budget timeline; Mr. Kilpatrick noted the HVAC upgrades at CB; some upgrades at FHS; update on the new schools. Ms. Austin noted that Groton has received Alliance Funds. Mr. Kennedy is working on technology upgrades and needs. The Finance/Facilities Committee discussed staffing and the routes for STA.

VII. COMMITTEE REPORTS – cont.

- D. Negotiations – Mrs. Watson noted that the Negotiations Committee has been negotiations with the GEA and they just concluded negotiations with the Custodial Union.
- E. LEARN – Mrs. Volkmann noted that the Executive LEARN Board met and that Dr. Ryan Dolin reported their opening of schools relative to parental driving causing traffic issues; the new evaluation for teachers is being rolled out; LEARN received a contract from the State for Technology Schools to have training on text for Language Learners. There is an executive order from the Governor for the collection of vaccination cards; LEARN will be developing a new design for the LEARN logo.
- F. TCC/RTM/BoE Liaison – There was no report.
- G. AGSA/GEA/BoE Liaison – There was no report.
- H. Groton Scholarship – There was no report
- I. Athletic Fields – Mr. Weitlauf reported that the Athletic Fields committee met last Thursday and discussed possible configurations of the fields at CC.
- J. State Council on Education Opportunities for Military Children – Dr. Ackerman noted that the State Council on Education Opportunities for Military Children had training on September 14, 2021; they are reviewing what the committee does; there will be a virtual meeting on November 9, 2021 on items of interest to Groton; they are looking at the compact the National Guard has; and reviewed Public Act 2186.

MOTION: Watson, White:
Business first,

To address items 3, 4, and 5 under New

PASSED – UNANIMOUSLY

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Antipas, Porter:

To approve the Consent Agenda.

MOTION: Antipas, Volkmann:

To amend the minutes of August 23, 2021 to reflect the passing of the motion to approve Policy P 5145.52 Harassment as a first reading.

VOTE ON MOTIONS:

VOTE ON AMENDMENT

**YES – Watson, Ackerman, Antipas, Porter,
Volkmann, Weitlauf, White**

ABSTAINED – Robertson

PASSED

**VOTE ON MAIN MOTION AS
AMENDED**

**YES – Watson, Ackerman, Antipas, Porter,
Volkmann, Weitlauf, White**

ABSTAINED – Robertson

PASSED

B. Old Business

1. Discussion and possible action regarding a second reading of policy P 4118.24 Conduct (ATTACHMENT #4)

MOTION: Porter, White To approve policy P 4118.24 Conduct as a second reading.

2. Discussion and possible action regarding a second reading of policy P 5145.52 Harassment (ATTACHMENT #5)

MOTION: Porter, Weitlauf: To table policies P 4118.24 and P 5145.52.
PASSED – UNANIMOUSLY

C. New Business

1. Discussion and possible action regarding the after school hiking program's field trip request to the White Mountains, NH scheduled for May 25, 2022 through May 28, 2022.

MOTION: Volkmann, White: To approve the after school hiking program's field trip request to the White Mountains, NH scheduled for May 25, 2022 through May 28, 2022.
PASSED – UNANIMOUSLY

2. Discussion and possible action regarding approval of the Robotics Team's field trip request to Bellarmine College Preparatory in San Jose, CA scheduled for October 29, 2021 to November 1, 2021.

MOTION: Weitlauf, Robertson: To approve the Robotics Team's field trip request to Bellarmine College Preparatory in San Jose, CA schedule from October 29, 2021 to November 1, 2021.

MOTION: Antipas, Weitlauf: To amend the motion to add on the condition to have insurance requirements in place.

VOTE ON MOTIONS:

**VOTE ON AMENDMENT:
PASSED UNANIMOUSLY**

**VOTE ON MAIN MOTION AS
AMENDED:
PASSED – UNANIMOUSLY**

C. New Business – cont.

3. Discussion and possible action regarding the approval of the revised electives at Groton Middle School.

MOTION: Watson, 2 Porter: To approve the revised electives at Groton Middle School.

PASSED – UNANIMOUSLY

4. Discussion and possible action regarding the 2022 Board of Education meeting schedule (**ATTACHMENT #6**).

This item was tabled.

5. Discussion and possible action regarding recognition of October 2, 2021 as National Custodian Day.

MOTION: Porter, Ackerman: To recognize October 2, 2021 as National Custodian Day, and to direct the Superintendent of Schools to send a letter of appreciation to the Custodial staff.

PASSED – UNANIMOUSLY

6. Discussion and possible action regarding a salary increase for the superintendent of schools for the contract term July 1, 2021 – June 30, 2022 as aligned with the Central Office staff salary increase.

MOTION: Watson, Ackerman: To approve a salary increase for the superintendent of schools for the contract term July 1, 2021 – June 30, 2022 as aligned with the Central Office staff salary increase.

PASSED - UNANIMOUSLY

7. Discussion and possible action regarding the ratification of the Groton Schools Custodian and Maintenance Association, Inc. contract for the period of July 1, 2021 to June 30, 2025. (It is anticipated that this item will be discussed in executive session.)

IX. INFORMATION AND PROPOSALS

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

- Dr. Ackerman noted that the film by Jason and Peter Filardi will be aired on EPIK; the Martin Luther King Scholarship Dinner will be held virtually on October 21, 2021, at 6:00 p.m.
- Mrs. Volkmann noted communications from the public and that she attended the first day of school at Mystic River Magnet School.

IX. INFORMATION AND PROPOSALS – cont.

- Mr. Weitlauf noted that he has received the same emails from the public; noted his concern with the cancellation of the Pep Rally; and the thank you from the bus drivers for the cookies provided by Mr. Koschmieder and his staff.
- Mr. Antipas noted that he has received the same emails from the public.
- Mrs. Robertson noted that she has received the same emails from the public; that she attended a GASP meeting and a meeting of the Sound Community Services.
- Mrs. Volkmann noted that she received a late email from the Superintendent of Schools regarding the awarding of the DoDEA Grant in the amount of \$750,000.
- Ms. Austin noted that MM has been awarded a Blue Ribbon relative the closing of the achievement gap. Ms. Austin noted that this is the second school to receive a Blue Ribbon Award.
- Mrs. Watson noted that she has received the same emails from the public.

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

B. Suggested Agenda Items

Dr. Ackerman asked that the Field Trip policy be reviewed by the Policy Committee.

MOTION: K. Watson/R. Volkmann: To go into Executive Session at 9:06 p.m. for the purpose of discussing the contract with the Groton School Custodial and Maintenance Association, Inc. for the period of 1 July 2021 to 6 June 2025. Ms. Austin and Mr. Knight were invited to attend.

PASSED - UNANIMOUSLY

The Board discussed the financial terms of the contract with the Groton School Custodial and Maintenance Association, Inc. for the period of 1 July 2021 to 6 June 2025. It is to be noted that the Groton Schools Custodial and Maintenance Association, Inc. now represents the Technical and Secretarial staffs. No action was taken.

MOTION: E. Porter/R. Volkmann: To return to Open Session at 9:15 p.m.
PASSED – UNANIMOUSLY

MOTION: D. Antipas/A. Ackerman: To approve the ratification of the Groton Schools Custodial and Maintenance Association, Inc. contract for the period of 1 July 2021 to 30 June 2025.
PASSED – UNANIMOUSLY

XI. ADJOURNMENT

MOTION: A. Ackerman/L. Porter:

To adjourn at 9:23 p.m.

PASSED UNANIMOUSLY

Summative Assessment Results 2020-2021

Statewide Summative Assessment Results, 2020-21

The CSDE recommends special considerations and analyses due to the COVID-19 Pandemic.

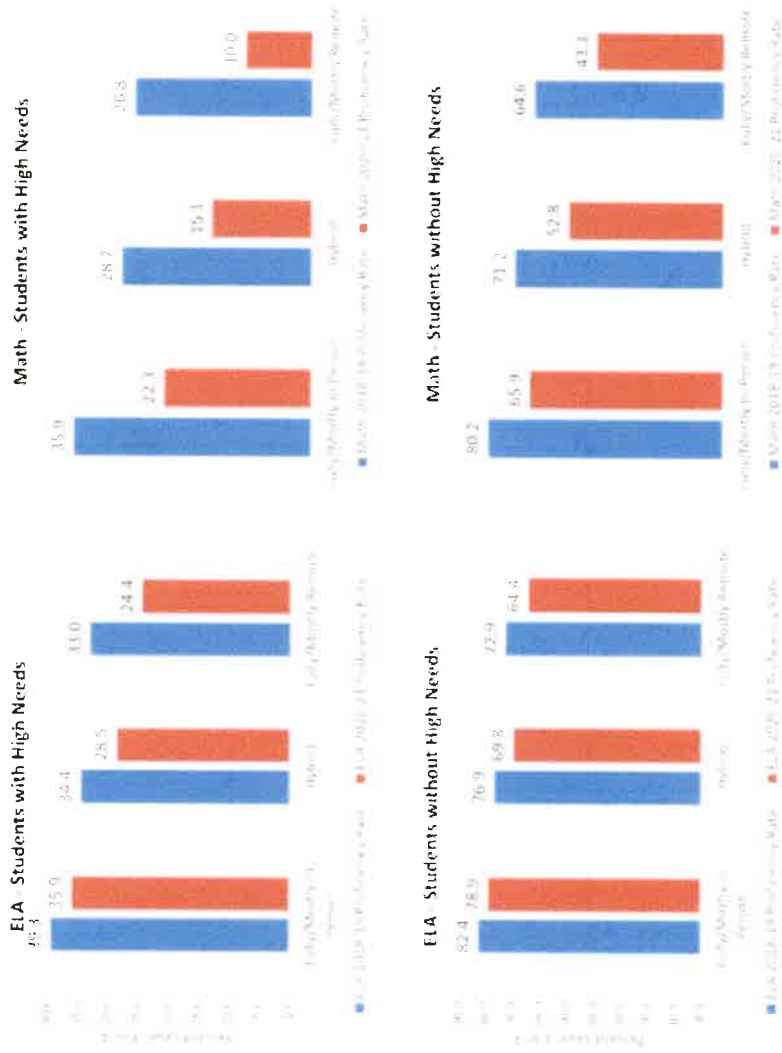
“When viewing and interpreting the results for summative assessments administered in 2020–21 – especially when making comparisons with 2018–19 and earlier exam administrations – it is important to note the similarities to and differences from previous years. Notably, this year’s exams used the same test blueprint, the same item bank or the same/similar test forms, and the same in-person testing protocols as in 2018–19. Unfortunately, the list of differences is significantly longer. First, schools were fully remote from mid-March to mid-June 2020, a marked difference from prior years. In 2020–21, school learning models changed throughout the school year and students were remote to varying degrees due to factors beyond educator control. In addition, some students tested remotely, which was a new construct for 2020–21. In-person school didn’t look the same, and new instructional approaches emerged (e.g., concurrent teaching, remote academies). Students and educators expressed feelings of general stress, anxiety, and trauma.”

Assessment Results for Different Learning Models

The CSDE's specialized analyses of data from assessments administered in-person reveal the following: In all grades and across most student groups, those who learned fully in-person during the 2020-21 school year lost the least ground academically. Those who learned in the hybrid model showed some loss, and those who learned in full remote models showed substantially weaker achievement and growth during the pandemic. While academic impacts are seen in all subjects, the observed differences are largest in mathematics. Proficiency rates of students in Grades 5 - 8, as evidenced by the SBAC data, compared to their achievement two grades prior from 2018-19, revealed that achievement in 2020-21 was substantially lower than in 2018-19, especially in math (see Figure 1 below – CT State data).

State of Connecticut Overall Data - Matched Cohorts

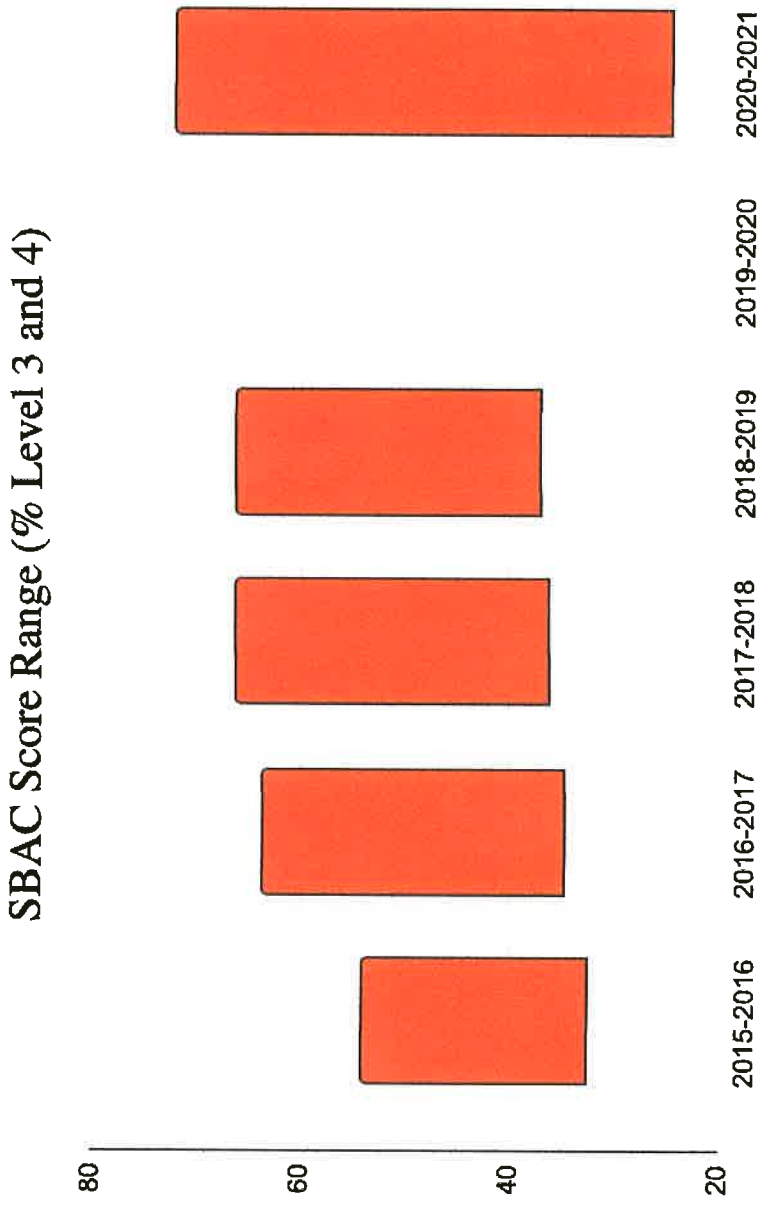
Figure 1: Matched Cohort (2018-19 to 2020-21) Proficiency Rates by High Needs Status (Grades 5-8)



Groton Student Learning Models 2020-2021

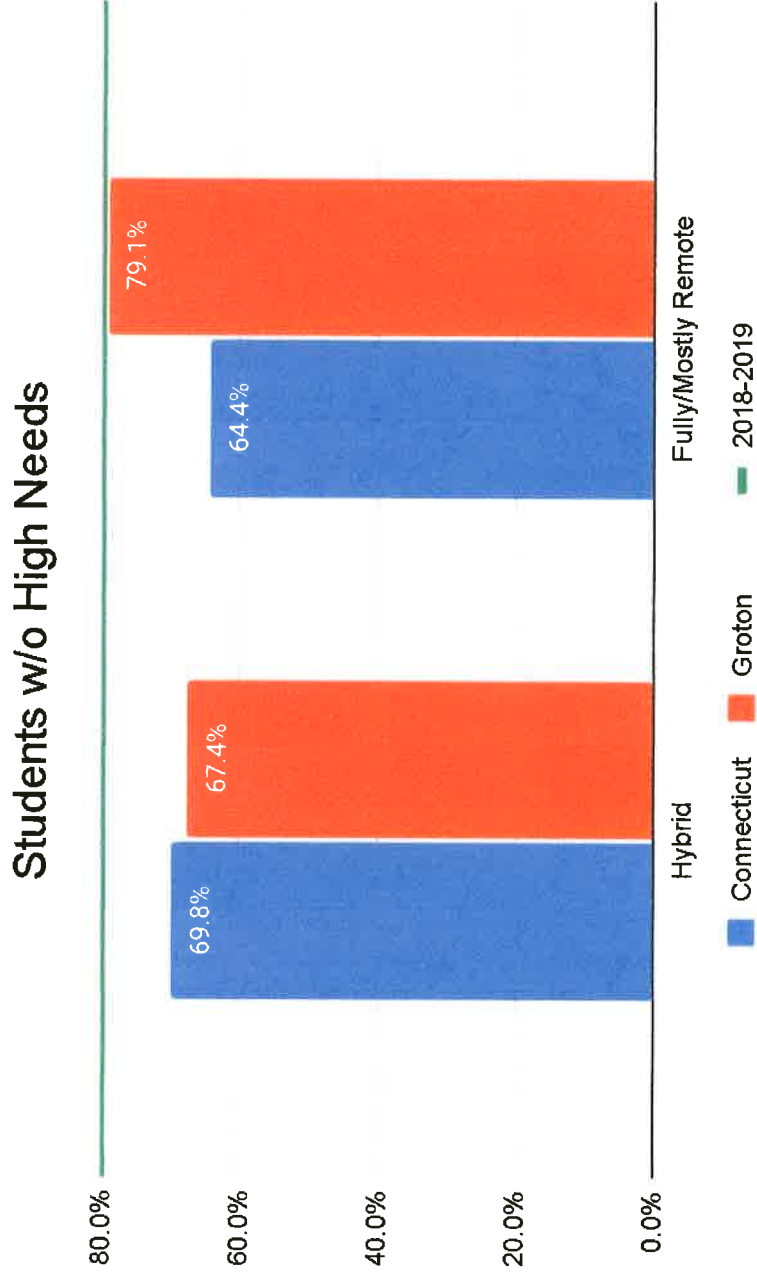
Learning Model	Number of Tested Students	Percent of Tested Students
Fully/Mostly In-Person	36	1.9%
Hybrid	1487	78.7%
Fully/Mostly Remote	367	19.4%

Range of SBAC Scores 2015 - 2021 (All Grade Levels)



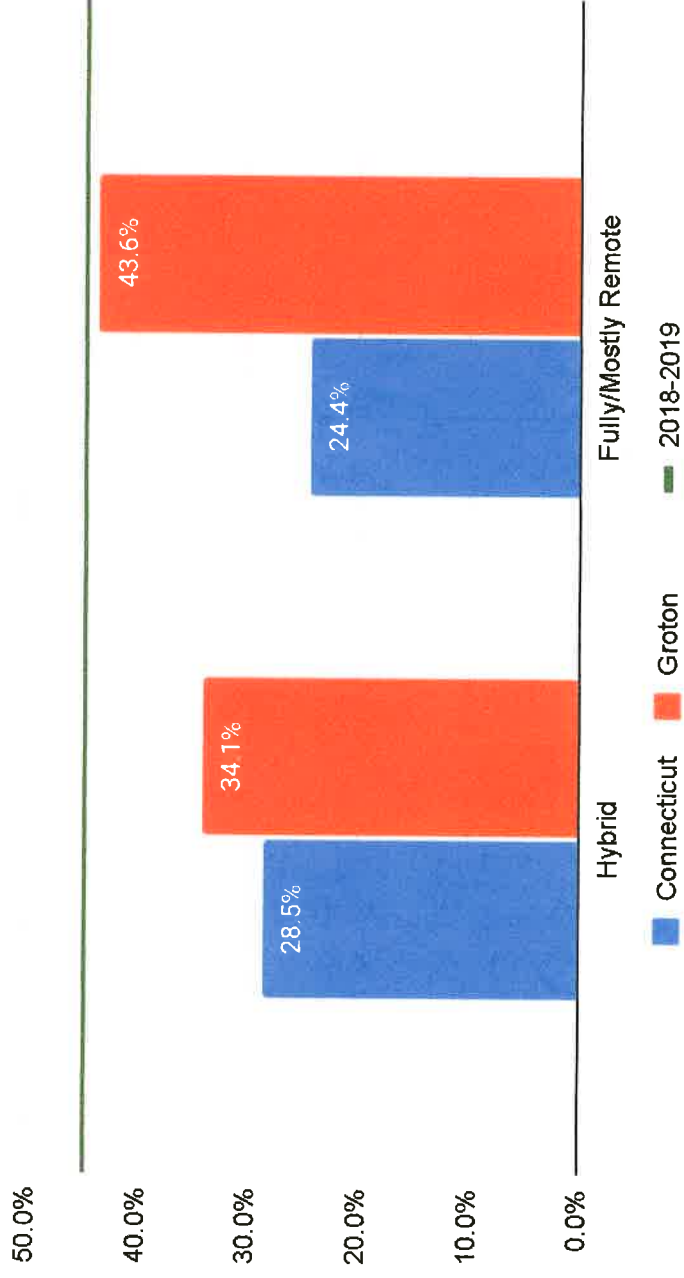
SBAC ELA

Connecticut and Groton ELA Proficiency Rate - 2020-2021



Connecticut and Groton ELA Proficiency Rate - 2020-2021

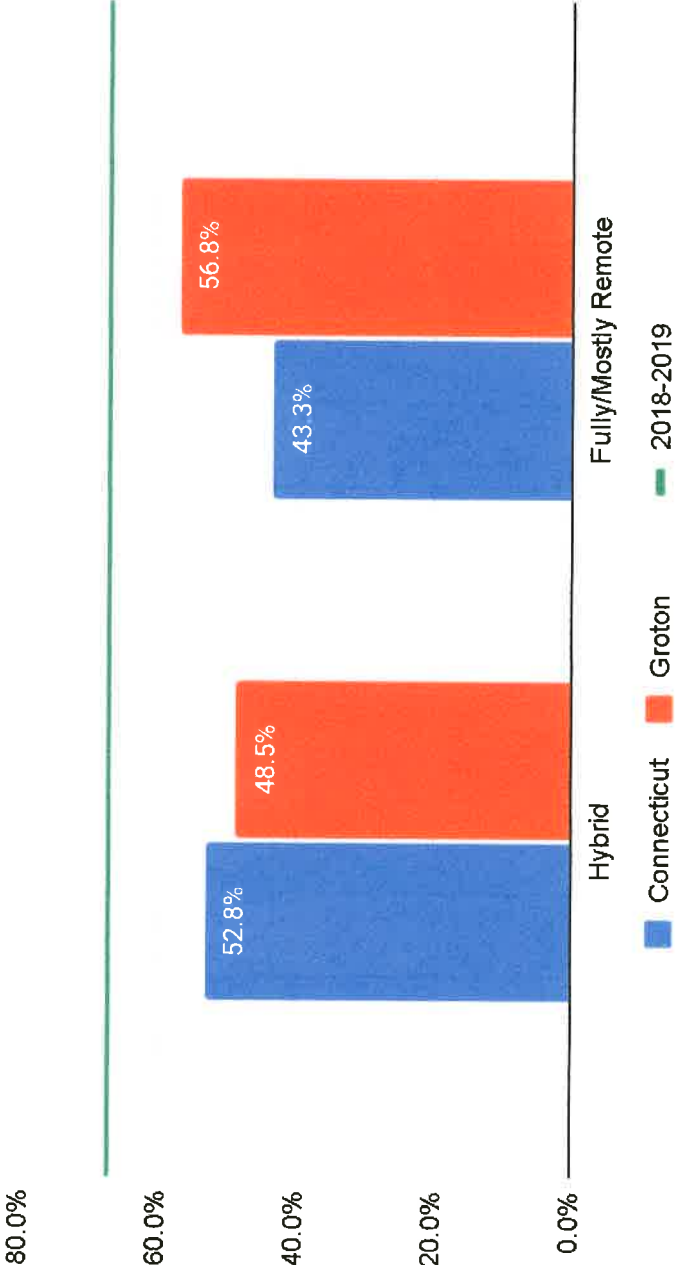
Students w/ High Needs



SBAC Math

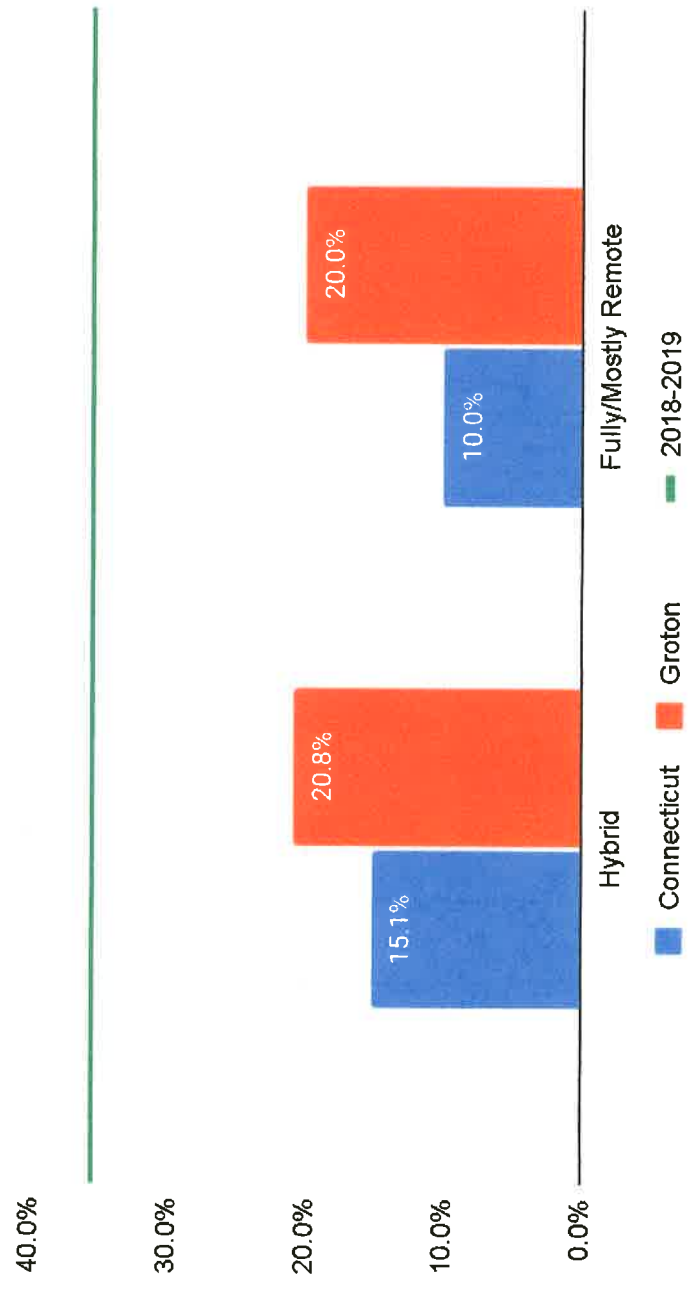
Connecticut and Groton Math Proficiency Rate - 2020-2021

Students w/o High Needs



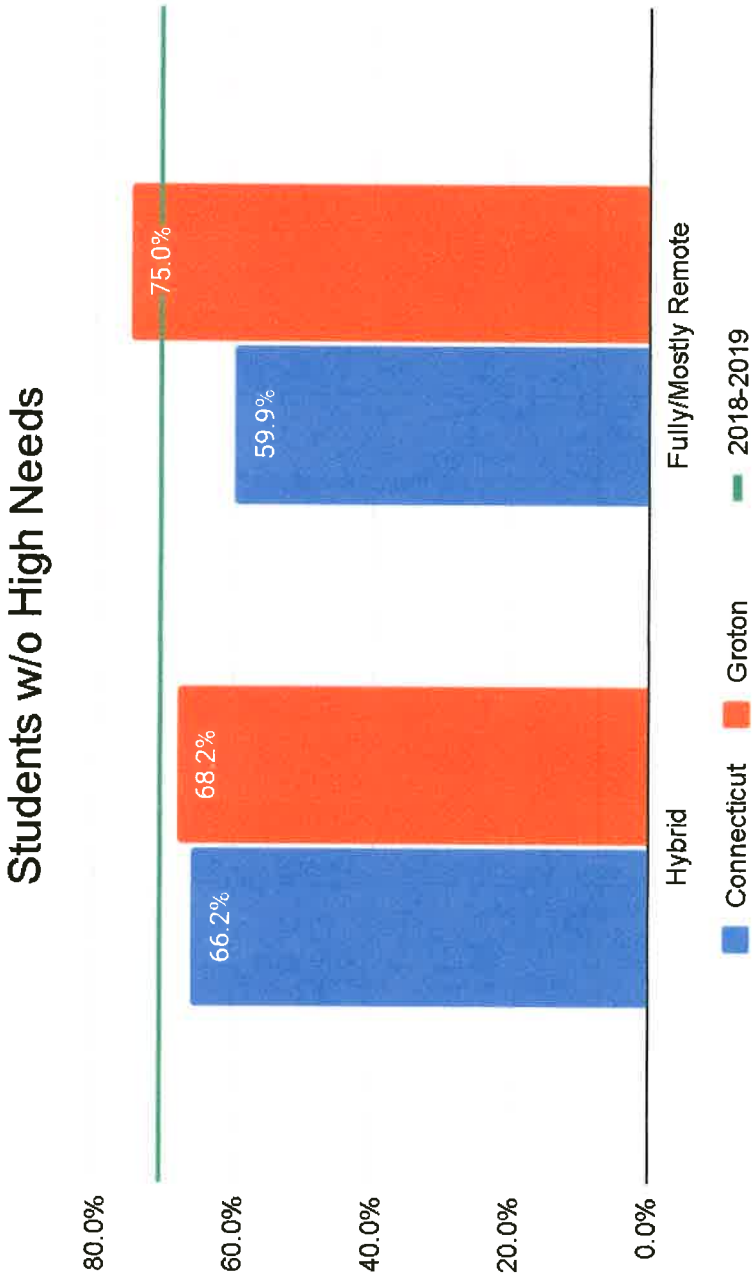
Connecticut and Groton Math Proficiency Rate - 2020-2021

Student w/ High Needs



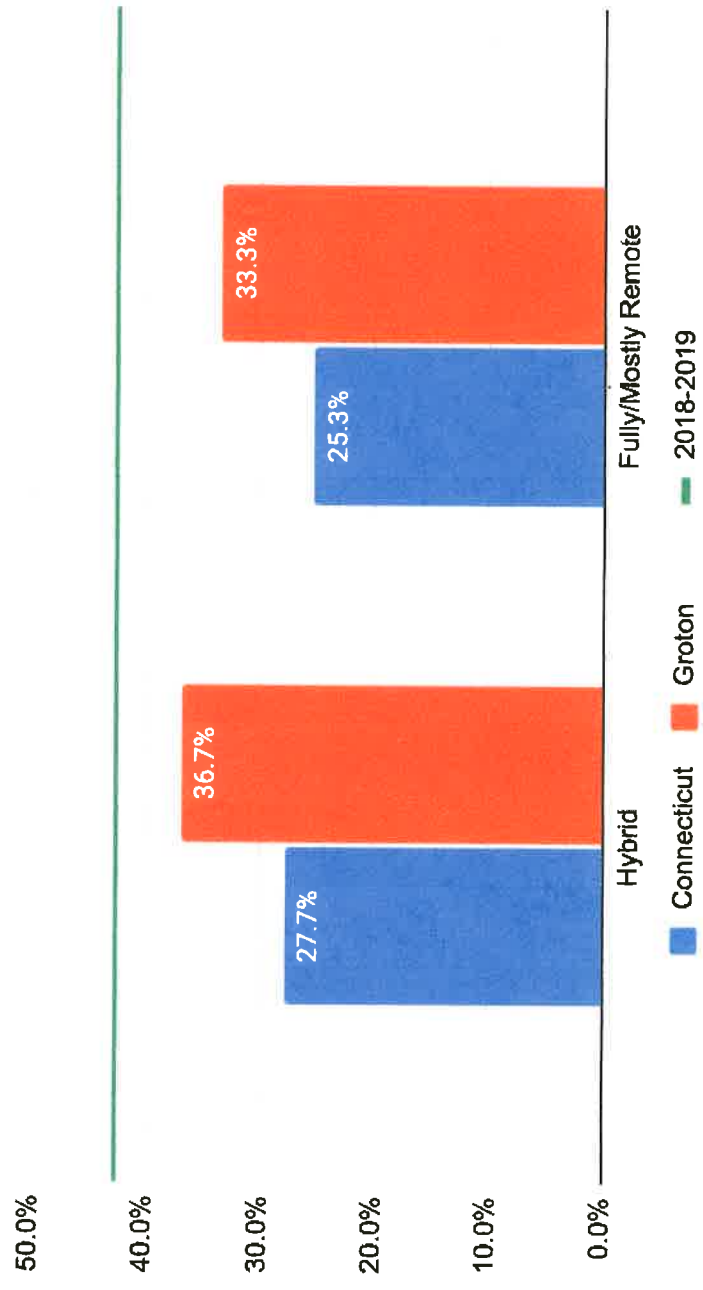
NGSS

Connecticut and Groton NGSS Proficiency Rate - 2020-2021



Connecticut and Groton NGSS Proficiency Rate - 2020-2021

Students w/ High Needs



Next Steps

- Student results will be sent home to families next week.
- School data teams will analyze individual student data.
- Schools will utilize student data to determine SRBI needs by filling gaps through teaching and tutoring.
- District data team will analyze district data.
- District will utilize CSD E IAB assessments both instructionally and as formative assessments to guide instruction.

Groton Public Schools

Date prep:		FY22 Budget Summary Review							
9/22/21 4:03 PM									
Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 09/22/2021	Under/(Over)
Salaries									
1	Administrators 105-109	4,776,668	1,094,958	3,847,128	4,942,085	(165,417)	(3.5%)	4,789,679	(13,011)
2	Teachers 101-104,123-127,151-152	35,191,226	2,754,485	31,822,127	34,576,613	614,613	1.7%	35,240,542	(49,316)
3	Non-Cert Aides 110-111,130-131,136,139	3,618,042	93,082	0	93,082	3,524,960	97.4%	3,618,042	0
4	Substitute - Cert & Non-Cert 120-121	996,774	21,249	0	21,249	975,525	97.9%	990,079	6,695
5	Clerical 112-114,132-134,144	1,893,198	356,992	55,069	412,061	1,481,137	78.2%	1,893,560	(362)
6	Custodial/Maintenance/Techs 117-118,129,137-138,147-148	3,549,251	639,123	235,615	874,738	2,674,513	75.4%	3,511,099	38,152
7	Campus Security/Supervision 128	149,542	14,412	0	14,412	135,130	90.4%	149,542	0
8	Total Salaries 100	50,174,701	4,974,301	35,959,939	40,934,240	9,240,461	18.4%	50,192,544	(17,843)
Benefits									
9	Health Insurance 201-202	7,059,237	1,814,051	0	1,814,051	5,245,186	74.3%	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	234,760	0	234,760	1,221,469	83.9%	1,456,532	(303)
12	Other Benefits 222-227	152,500	88,271	0	88,271	64,229	42.1%	180,158	(27,658)
13	Total Benefits 200	9,620,080	2,137,082	0	2,137,082	7,482,998	77.8%	9,648,041	(27,961)
Purchased Services									
14	Instructional Services 321-324	162,099	59,502	3,805	63,307	98,792	60.9%	163,222	(1,123)
15	Professional Services 331	254,739	159,276	32,880	192,156	62,583	24.6%	257,640	(2,901)
16	Other Prof Services 332	608,971	18,200	12,549	30,749	578,222	95.0%	576,937	32,034
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	3,826	0	3,826	66,524	94.6%	70,350	0
19	Athletic Officials & Other Athletic Serv 341-342	75,350	15,966	0	15,966	59,384	78.8%	75,350	0
20	Computer Network Services 343	148,773	95,978	3,579	99,557	49,216	33.1%	148,773	0
21	Total Purchased Services 300	1,991,627	354,953	63,415	418,368	1,573,259	79.0%	1,963,617	28,010
Property Services									
22	Water & Sewer 410-411	99,801	9,048	115	9,163	90,638	90.8%	99,801	0
23	Trash & Snow Removal 421-422	136,600	12,623	79,010	91,634	44,966	32.9%	141,634	(5,034)
24	Repair/Maintenance 430-435,490-491,499	479,183	154,141	29,779	183,920	295,263	61.6%	476,603	2,580
25	Rental 441	132,605	15,700	67,399	83,098	49,507	37.3%	132,605	0
26	Total Property Services 400	848,189	191,513	176,303	367,815	480,374	56.6%	850,643	(2,454)
Transportation, Insurance, Communications, Tuition									
27	Transportation: Schools 510-513	5,211,674	208,259	0	208,259	5,003,415	96.0%	5,211,674	0
28	Transportation: Student Activities 587-596	194,418	1,385	0	1,385	193,033	99.3%	194,418	0
29	Transportation: Staff 580-584	116,920	6,132	0	6,132	110,788	94.8%	113,669	3,251
30	Insurance 522,525	340,321	311,966	0	311,966	28,355	8.3%	341,966	(1,645)
31	Communications 530-552	134,317	33,016	2,102	35,118	99,199	73.9%	134,324	(7)
32	Tuition: Special Education 561-563,568	4,481,290	68,231	223,441	291,671	4,189,619	93.5%	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	835,989	225,543	1,061,532	10,668,267	91.0%	11,725,200	4,599
Supplies									
35	Instructional Supplies 601-609,613-619,622-623,628	459,950	20,462	54,793	75,254	384,696	83.6%	452,941	7,009
36	Computer Supplies 610-612	288,106	380,477	34,871	415,348	(127,242)	(44.2%)	290,094	(1,988)
37	Electricity & Heating 631-633	1,461,070	232,750	22,913	255,663	1,205,407	82.5%	1,461,070	0
38	Transportation Supplies 634,656	170,435	21,514	1,627	23,141	147,294	86.4%	170,435	0
39	Textbooks & Library Books 640-642,645,647	106,175	755	11,407	12,162	94,013	88.5%	109,928	(3,753)
40	Facility/Maintenance Supplies 650,652-655,657,659	336,810	56,541	27,861	84,402	252,408	74.9%	336,010	800
41	Other Supplies (staff dev, PPE, etc) 621,624-627,690	85,112	3,419	25,978	29,397	55,715	65.5%	86,467	(1,355)
42	Total Supplies 600	2,907,658	715,917	179,450	895,367	2,012,291	69.2%	2,906,945	713
Equipment									
43	Instructional Equipment 730,735	67,201	306	8,745	9,051	58,150	86.5%	46,861	20,340
44	Non-Instructional Equip 731,736	10,000	9,104	11,223	20,326	(10,326)	(103.3%)	30,246	(20,246)
45	Total Equipment 700	77,201	9,409	19,968	29,377	47,824	61.9%	77,107	94
46	Total Dues & Fees 800	88,835	58,579	236	58,815	30,020	33.8%	91,136	(2,301)
47	GRAND TOTAL	77,438,090	9,277,743	36,624,853	45,902,596	31,535,494	40.7%	77,455,234	(17,144)

Groton Public Schools

Date prep:	FY22 Budget Summary Review
9/22/21 4:03 PM	

Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)
		2021-2022			Total			09/22/2021	
Salaries									
Administrators									
48 Administrators	105	1,143,399	272,580	1,031,584	1,304,163	(160,764)	(14.1%)	1,146,437	(3,038)
49 Principals	106	1,127,065	257,097	864,648	1,121,745	5,320	0.5%	1,127,065	-
50 Asst. Principals/Sp.Ed. Supv	107	2,206,784	507,741	1,698,990	2,206,731	53	0.0%	2,206,731	53
51 6-12 Curriculum Coordinators	108	171,203	39,508	131,695	171,203	(0)	(0.0%)	171,203	(0)
52 Athletic Director	109	128,217	18,032	120,211	138,243	(10,026)	(7.8%)	138,243	(10,026)
53		4,776,668	1,094,958	3,847,128	4,942,085	(165,417)	(3.5%)	4,789,679	(13,011)
Teachers									
54 Classroom Teachers	101 & 151	24,778,163	1,931,862	23,002,641	24,934,503	(156,340)	(0.6%)	24,863,975	(85,812)
55 Sp.Ed Certified	102	7,704,186	597,636	7,088,115	7,685,751	18,435	0.2%	7,685,751	18,435
56 Media Specialist	103	689,386	54,534	689,624	744,158	(54,772)	(7.9%)	670,996	18,390
57 Guidance	104	1,128,246	86,828	1,041,747	1,128,574	(328)	(0.0%)	1,128,574	(328)
58 Adult Ed	124	40,903	899	0	899	40,004	97.8%	40,903	-
59 Tutors	125 & 152	423,247	18,152	0	18,152	405,095	95.7%	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		35,191,226	2,754,485	31,822,127	34,576,613	614,613	1.7%	35,240,542	(49,316)
Non-Cert Aides									
63 Reg.Ed Aides - Kindergarten	110 & 130	412,952	12,617	0	12,617	400,335	96.9%	412,952	-
64 Sp.Ed Aides - Para I & Para II	111 & 131	2,782,766	31,613	0	31,613	2,751,153	98.9%	2,782,766	-
65 School Bus Aides	136	410,004	41,845	0	41,845	368,159	89.8%	410,004	-
66 Other Aides	139	12,320	7,007	0	7,007	5,313	43.1%	12,320	-
67		3,618,042	93,082	0	93,082	3,524,960	97.4%	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	21,249	0	21,249	891,514	97.7%	911,314	1,449
70		996,774	21,249	0	21,249	975,525	97.9%	990,079	6,695
Clerical									
71 Clerical	112*113*114*132*133*134*143*144	1,893,198	356,992	55,069	412,061	1,481,137	78.2%	1,893,560	(362)
Custodial/Maintenance/Techs									
72 Custodial	117 & 137	1,887,198	316,950	57,622	374,572	1,512,626	80.2%	1,887,198	-
73 Maintenance	118 & 138	835,584	152,108	58,285	210,393	625,191	74.8%	822,989	12,595
74 Custodial/Maintenance Overtime	147 & 148	106,500	12,505	0	12,505	93,995	88.3%	106,500	-
75 Technicians	129 & 149	719,969	157,560	119,708	277,268	442,701	61.5%	694,412	25,557
76		3,549,251	639,123	235,615	874,738	2,674,513	75.4%	3,511,099	38,152
Security									
77 Security/Supervision	128	149,542	14,412	0	14,412	135,130	90.4%	149,542	-
78 Total Salaries		50,174,701	4,974,301	35,959,939	40,934,240	9,240,461	18.4%	50,192,544	(17,843)
Benefits									
Health Insurance									
79 Group Ins. Prof	201	5,649,546	1,648,215	0	1,648,215	4,001,331	70.8%	5,649,546	-
80 Group Ins. Other	202	1,409,691	165,836	0	165,836	1,243,855	88.2%	1,409,691	-
81		7,059,237	1,814,051	0	1,814,051	5,245,186	74.3%	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	91,196	0	91,196	636,583	87.5%	728,441	(662)
86 Medicare	214	728,450	143,564	0	143,564	584,886	80.3%	728,091	359
87		1,456,229	234,760	0	234,760	1,221,469	83.9%	1,456,532	(303)
Other Employee Benefits									
88 Retirement Awards	222	0	44,088	0	44,088	(44,088)		44,088	(44,088)
89 Unemployment	223	50,000	0	0	0	50,000	100.0%	33,570	16,430
90 Tuition Reimb Certified	224	101,000	44,183	0	44,183	56,817	56.3%	101,000	-
92 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
93		152,500	88,271	0	88,271	64,229	42.1%	180,158	(27,658)
94 Total Benefits		9,620,060	2,137,062	0	2,137,062	7,482,998	77.8%	9,648,041	(27,961)

Groton Public Schools

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Account	Object #s	FY22 Budget 2021-2022	Expenditures	Encumbered	FY22 Actual Total	Remaining Balance	%	FY22 Estimate 09/22/2021	Under/(Over)
Purchased Services									
Instructional Services									
95	Instructional Services 321 & 323	117,599	58,863	85	58,948	58,651	49.9%	118,598	(999)
96	Instruct Improvement Services 322 & 324	44,500	639	3,720	4,359	40,141	90.2%	44,624	(124)
97		162,099	59,502	3,805	63,307	98,792	60.9%	163,222	(1,123)
Professional Services									
98	Professional Services 331	254,739	159,276	32,880	192,156	62,583	24.6%	257,640	(2,901)
99	Other Professional Services 332	608,971	18,200	12,549	30,749	578,222	95.0%	576,937	32,034
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	3,826	0	3,826	66,524	94.6%	70,350	-
102		1,605,405	183,507	56,031	239,538	1,365,867	85.1%	1,576,272	29,133
Athletic Officials & Other Athletic Services									
103	Athletic Officials 341	61,850	14,566	0	14,566	47,284	76.4%	61,850	-
104	Other Athletic Services 342	13,500	1,400	0	1,400	12,100	89.6%	13,500	-
105		75,350	15,966	0	15,966	59,384	78.8%	75,350	0
Computer Network Services									
106	Computer Network Services 343	148,773	95,978	3,579	99,557	49,216	33.1%	148,773	-
107	Total Purchased Services	1,991,627	354,953	63,415	418,368	1,573,259	79.0%	1,963,617	28,010
Property Services									
Water/Sewer									
108	Water 410	65,527	6,334	115	6,449	59,078	90.2%	65,527	-
109	Sewer 411	34,274	2,714	0	2,714	31,560	92.1%	34,274	-
110		99,801	9,048	115	9,163	90,638	90.8%	99,801	0
Trash & Snow Removal									
111	Trash Removal 421	86,600	12,623	79,010	91,634	(5,034)	(5.6%)	91,634	(5,034)
112	Snow Removal 422	50,000	0	0	0	50,000	100.0%	50,000	-
113		136,600	12,623	79,010	91,634	44,966	32.9%	141,634	(5,034)
Repair/Maintenance									
114	Equipment Repairs 430	116,791	8,194	7,354	15,548	101,243	86.7%	116,952	(161)
115	Grounds Repairs 431	184,989	109,827	17,176	127,003	57,986	31.3%	184,989	-
116	General Bldg Repairs 432	30,066	0	245	245	29,821	99.2%	23,221	6,845
117	Painting 433	5,045	9,150	0	9,150	(4,105)	(81.4%)	9,150	(4,105)
118	Heat & Plumbing 434	50,947	10,632	516	11,148	39,800	78.1%	50,947	-
119	Electrical 435	9,479	297	664	961	8,518	89.9%	9,479	-
120	Extermination Services 490	11,363	1,659	1,534	3,193	8,170	71.9%	11,363	-
121	Bldg Fire Protection 491	46,357	10,217	890	11,107	35,250	76.0%	46,357	-
123	Other Purch Services 499	24,146	4,166	1,400	5,566	18,580	76.9%	24,146	-
124		479,183	154,141	29,779	183,920	295,263	61.6%	476,603	2,580
Rental									
125	Rental 441	132,605	15,700	67,399	83,098	49,507	37.3%	132,605	-
126	Total Property Services	848,189	191,513	176,303	367,815	480,374	56.6%	850,643	(2,454)
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	96,840	0	96,840	1,063,664	91.7%	1,160,504	(0)
129	Sp.Ed - Trans - Curtin 512	920,731	65,815	0	65,815	854,916	92.9%	920,731	-
130	Pupil Transp Reimbursement 513	12,250	0	0	0	12,250	100.0%	12,250	-
131		5,211,674	208,259	0	208,259	5,003,415	96.0%	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	1,385	0	1,385	10,715	88.6%	12,240	(140)
135	Admission Fees 595	6,070	0	0	0	6,070	100.0%	6,070	-
137		194,418	1,385	0	1,385	193,033	99.3%	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	5,495	0	5,495	23,605	81.1%	26,349	2,751
140	Travel - Conferences 584	79,120	637	0	637	78,483	99.2%	78,620	500
141		116,920	6,132	0	6,132	110,788	94.8%	113,669	3,251
Liability & Accident Insurance									
142	Liability Insurance 522	325,149	297,556	0	297,556	27,593	8.5%	327,556	(2,407)
143	Accident Insurance 525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144		340,321	311,966	0	311,966	28,355	8.3%	341,966	(1,645)

Groton Public Schools

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Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)
		2021-2022			Total			09/22/2021	
Communications									
145 Telephone, Telephone Repairs	530	67,925	25,764	0	25,764	42,161	62.1%	67,925	-
146 Postage	531	41,350	7,262	330	7,592	33,758	81.6%	41,357	(7)
147 Advertisement	540	5,000	1,291	1,773	3,064	1,937	38.7%	5,000	-
148 Minority Recruitment	541	5,000	(4,000)	0	(4,000)	9,000	180.0%	5,000	-
149 Printing Admin	550	11,542	2,299	0	2,299	9,243	80.1%	11,542	-
150 School Publications	551 & 552	3,500	400	0	400	3,100	88.6%	3,500	-
151		134,317	33,016	2,102	35,118	99,199	73.9%	134,324	(7)
Tuition: Special Education									
152 Sp.Ed Vocational	561	461,250	6,852	3,281	10,133	451,117	97.8%	461,250	-
153 Sp.Ed BoE Placements	562	2,557,392	41,805	210,960	252,764	2,304,628	90.1%	2,557,392	-
154 Sp.Ed Slate Placements	563	600,000	17,962	9,200	27,182	572,818	95.5%	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	68,231	223,441	291,671	4,189,619	93.5%	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	835,989	225,543	1,061,532	10,668,267	91.0%	11,725,200	4,599
Supplies									
Instructional Supplies									
162 General Classroom	601	117,527	4,089	11,440	15,530	101,997	86.8%	109,897	7,630
163 Science	602	26,320	836	3,953	4,789	21,531	81.8%	26,320	-
164 Arts & Crafts	603	23,577	2,550	12,743	15,293	8,284	35.1%	23,915	(338)
165 Phys. Ed	604	13,540	0	1,580	1,580	11,960	88.3%	13,273	267
166 Music	605	22,700	1,640	2,173	3,814	18,886	83.2%	22,700	-
167 Kindergarten	606	5,600	442	0	442	5,158	92.1%	5,600	-
168 Pupil Tests	607	70,700	3,129	2,776	5,905	64,795	91.6%	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	186	186	12,514	98.5%	12,700	-
171 Sp.Ed Supplies	615	56,000	5,891	4,346	10,237	45,763	81.7%	56,000	-
172 Athletic Supplies	616	52,554	145	11,030	11,175	41,379	78.7%	52,596	(42)
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	240	493	6,007	92.4%	6,500	-
177 School Library Supplies	623	5,250	0	622	622	4,628	88.1%	5,250	-
178 Food, Drink, Snacks	628	23,000	1,485	2,969	4,474	18,526	80.5%	23,509	(509)
180		459,950	20,462	54,793	75,254	384,696	83.6%	452,941	7,009
Computer Supplies									
181 Computer Supplies	610 & 611	92,700	1,219	8,603	9,822	82,878	89.4%	92,700	-
182 Software	612	195,406	379,257	26,268	405,525	(210,119)	(107.5%)	197,394	(1,988)
183		288,106	380,477	34,871	415,348	(127,242)	(44.2%)	290,094	(1,988)
Electricity & Heating									
184 Electricity	631	972,729	188,010	22,898	210,908	761,821	78.3%	972,729	-
185 Propane/Natural Gas	632	294,355	16,112	15	16,127	278,228	94.5%	294,355	-
186 Heating Oil	633	193,986	28,628	0	28,628	165,358	85.2%	193,986	-
187		1,461,070	232,750	22,913	255,663	1,205,407	82.5%	1,461,070	0
Transportation Supplies									
188 Diesel for School Buses	634	128,439	19,993	0	19,993	108,446	84.4%	128,439	-
189 Gas for Maintenance	656	41,996	1,521	1,627	3,148	38,848	92.5%	41,996	-
190		170,435	21,514	1,627	23,141	147,294	86.4%	170,435	0
Textbooks & Library Books									
191 Textbooks	640	61,415	264	5,687	5,952	55,463	90.3%	65,168	(3,753)
192 Workbooks	641	19,410	491	4,765	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	750	750	20,950	96.5%	21,700	-
195 Periodicals	647	2,700	0	205	205	2,495	92.4%	2,700	-
196		106,175	755	11,407	12,162	94,013	88.5%	109,928	(3,753)

Groton Public Schools

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Account	Object #s	FY22 Budget	Expenditures	Encumbered	FY22 Actual	Remaining Balance	%	FY22 Estimate	Under/(Over)	
		2021-2022			Total			09/22/2021		
Facility/Maintenance Supplies										
197	Equipment Repair	650	28,503	2,839	377	3,216	25,287	88.7%	28,503	-
198	Grounds Supplies	651	18,862	4,370	26	4,396	14,466	76.7%	18,862	-
199	General Bldg Repair	652	65,101	7,007	10,121	17,127	47,974	73.7%	63,215	1,886
200	Painting	653	2,500	4,358	28	4,386	(1,886)	(75.5%)	4,386	(1,886)
201	Heat & Plumbing	654	34,057	9,617	4,071	13,688	20,369	59.8%	34,057	-
202	Electrical	655	30,250	5,634	2,044	7,678	22,572	74.6%	30,250	-
203	Safety Supplies	657 & 659	13,555	5,199	999	6,198	7,357	54.3%	12,755	800
204	Custodial Supplies	658	143,982	17,518	10,195	27,713	116,269	80.8%	143,982	-
205			336,810	56,541	27,861	84,402	252,408	74.9%	336,010	800
Other Supplies										
206	Sup Serv Guid Imp Ins	621	24,400	1,040	5,883	6,922	17,478	71.6%	24,400	-
207	Audio Visual	624 & 625	7,502	746	0	746	6,756	90.1%	7,502	-
208	General Admin Supplies	626	13,110	1,048	360	1,408	11,702	89.3%	13,110	-
209	School Admin Supplies	627	15,800	181	3,241	3,422	12,378	78.3%	17,431	(1,631)
210	Professional Materials	690	24,300	405	0	405	23,895	98.3%	24,024	276
212			85,112	3,419	25,978	29,397	55,715	65.5%	86,467	(1,355)
213	Total Supplies		2,907,658	715,917	179,450	895,367	2,012,291	69.2%	2,906,945	713
Equipment										
Instructional Equipment										
214	Replace Instr Equip	730	12,730	0	2,810	2,810	9,920	77.9%	11,190	1,540
215	Add Instr Equipment	735	54,471	306	5,935	6,241	48,230	88.5%	35,671	18,800
216			67,201	306	8,745	9,051	58,150	86.5%	46,861	20,340
Non-Instructional Equipment										
217	Replace Non-Instr Equipment	731	10,000	0	4,301	4,301	5,699	57.0%	14,241	(4,241)
218	Add Non-Instr Equipment	736	0	9,104	6,922	16,025	(16,025)		16,005	(16,005)
219			10,000	9,104	11,223	20,326	(10,326)	(103.3%)	30,246	(20,246)
220	Total Equipment		77,201	9,409	19,968	29,377	47,824	61.9%	77,107	94
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	12,476	0	12,476	3,174	20.3%	15,926	(276)
223	School Admin Dues	812	43,669	22,515	80	22,595	21,074	48.3%	45,694	(2,025)
224	Other Dues	819	3,975	2,500	156	2,656	1,319	33.2%	3,975	-
225	Total Dues/Fees		88,835	58,579	236	58,815	30,020	33.8%	91,136	(2,301)
226	Grand Total		77,438,090	9,277,743	36,624,853	45,902,596	31,535,494	40.7%	77,455,234	(17,144)

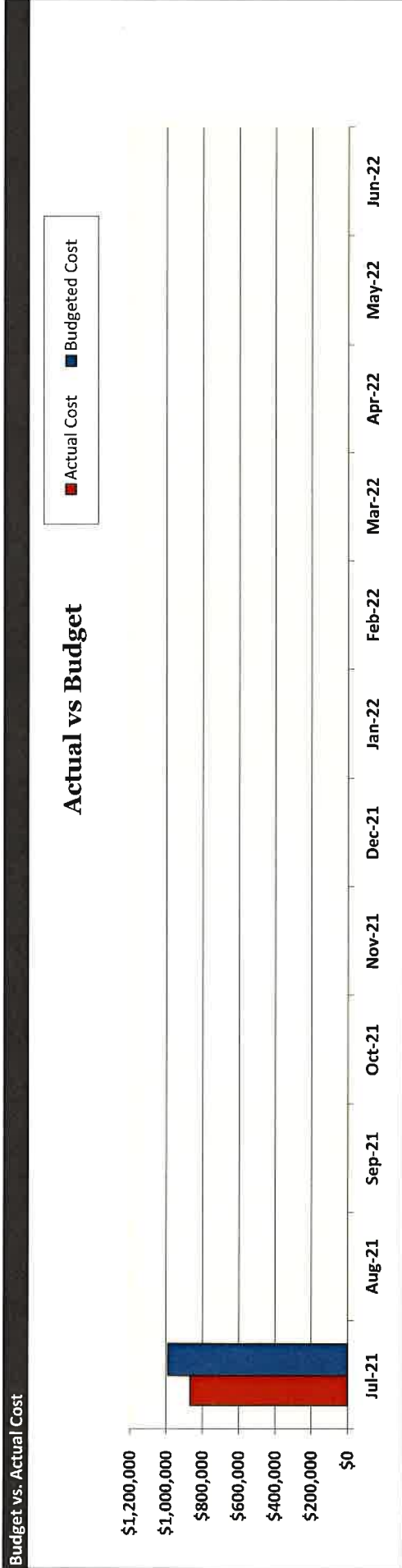
Groton Public Schools
FY22 Budget Summary Review
Summary at Program Level III

Function No.	Description	FY22 Budget			FY22 Total	Remaining		09222021 FY22 Estimated	Under/ (Over)
		2021-2022	Expended 2021-2022	Encumbered 2021-2022	2021-2022	Balance	%	2021-2022	
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,269,421	1,102,786	9,913,064	11,015,850	2,253,571	17.0%	13,412,020	(142,599)
1102	FUNCTION-1102 ART	670,468	58,736	531,057	589,793	80,675	12.0%	670,806	(338)
1104	FUNCTION-1104 LANGUAGE ARTS	2,310,517	199,884	1,816,014	2,015,898	294,619	12.8%	2,372,620	(62,103)
1105	FUNCTION-1105 WORLD LANGUAGES	1,378,697	119,406	1,131,084	1,250,489	128,208	9.3%	1,456,296	(77,599)
1106	FUNCTION-1106 CONSUMER SCIENCE	149,479	11,145	104,686	115,831	33,648	22.5%	149,479	-
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	636,478	52,414	477,974	530,388	106,090	16.7%	641,846	(5,368)
1108	FUNCTION-1108 MATHEMATICS	2,151,284	176,505	1,632,787	1,809,292	341,992	15.9%	2,101,050	50,234
1109	FUNCTION-1109 MUSIC	731,431	52,851	543,349	596,200	135,231	18.5%	710,222	21,209
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,174,615	87,633	783,517	871,150	303,465	25.8%	1,168,757	5,858
1111	FUNCTION-1111 SCIENCE	2,249,495	243,306	1,631,921	1,875,226	374,269	16.6%	2,226,418	23,077
1112	FUNCTION-1112 SOCIAL STUDIES	1,821,305	150,425	1,445,613	1,596,038	225,267	12.4%	1,813,860	7,445
1114	FUNCTION-1114 HEALTH EDUCATION	220,609	24,110	305,248	329,358	(108,749)	(49.3%)	222,945	(2,336)
1117	FUNCTION-1117 INTERN. BACCALAUREATE	67,250	11,650	1,149	12,799	54,451	81.0%	68,900	(1,650)
1118	FUNCTION-1118 IB - CAREERS-RELATED PROGRAM	18,179	0	0	0	18,179	100.0%	18,179	-
1119	FUNCTION-1119 UNCLASSIFIED	1,371,266	515,127	740	515,867	855,399	62.4%	1,398,228	(26,962)
1121	FUNCTION-1121 BUSINESS EDUCATION	332,696	28,650	240,259	268,909	63,787	19.2%	322,171	10,525
1124	FUNCTION-1124 HEALTH OCCUPATIONS	71,898	1,667	0	1,667	70,231	97.7%	19,911	51,987
1260	FUNCTION-1260 ENRICHMENT	38,724	0	0	0	38,724	100.0%	38,724	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	2,914,729	235,841	2,368,171	2,604,012	310,717	10.7%	2,876,129	38,600
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVICE	1,097,479	114,145	691,201	805,346	292,133	26.6%	1,078,823	18,656
Total Regular Instruction		32,699,370	3,286,388	23,846,557	27,132,945	5,566,425	17.0%	32,825,440	(126,070)
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,235,951	86,236	649,239	735,475	500,476	40.5%	1,237,718	(1,767)
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	-	20,290
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTION	792,073	32,529	165,301	197,830	594,243	75.0%	679,218	112,855
1230	FUNCTION-1230 SPECIAL EDUCATION	8,176,457	497,430	3,998,239	4,495,670	3,680,787	45.0%	8,251,203	(74,746)
1250	FUNCTION-1250 BLIND	26,599	0	0	0	26,599	100.0%	7,524	19,075
1280	FUNCTION-1280 HEARING IMPAIRED	107,224	10,278	92,609	102,887	4,337	4.0%	107,224	-
Total Special Instruction		10,358,594	626,473	4,905,387	5,531,861	4,826,733	46.6%	10,282,887	75,707
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	84,133	2,581	11,715	14,297	69,836	83.0%	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	209,581	11,715	221,297	72,836	24.8%	291,133	3,000
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	810,389	53,983	131,751	185,734	624,655	77.1%	809,669	720
TOTAL INSTRUCTION		44,162,486	4,176,425	28,895,411	33,071,836	11,090,650	25.1%	44,209,130	(46,644)
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	878,367	197,408	482,223	679,631	198,736	22.6%	878,014	353
2110	FUNCTION-2110 SOCIAL WORK SERVICES	355,751	34,205	258,887	293,092	62,659	17.6%	356,284	(533)
2120	FUNCTION-2120 GUIDANCE SERVICES	1,595,294	151,496	1,041,747	1,193,243	402,051	25.2%	1,596,092	(798)
2130	FUNCTION-2130 HEALTH SERVICES	1,237,137	20,564	23,391	43,954	1,193,183	96.4%	1,205,019	32,118
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,241,410	100,037	960,607	1,060,644	180,766	14.6%	1,220,488	20,922
2150	FUNCTION-2150 SPEECH & HEARING SERVICES	1,162,998	102,526	978,605	1,081,131	81,867	7.0%	1,220,101	(57,103)
Total Support Services - Pupils		6,470,957	606,236	3,745,458	4,351,695	2,119,262	32.8%	6,475,998	(5,041)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - T&L	369,442	94,170	223,464	317,634	51,808	14.0%	330,254	39,188
2202	FUNCTION-2202 SUPPORTING SERVICES - DEI	15,761	0	0	0	15,761	100.0%	15,218	543
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCTION	235,564	65,480	16,941	82,421	153,143	65.0%	237,902	(2,338)
Total Support Services - Staff		620,767	159,651	240,405	400,055	220,712	35.6%	583,374	37,393
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERVICE	30,241	21,278	2,561	23,839	6,402	21.2%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SER	1,565,287	267,702	408,693	676,395	888,892	56.8%	1,588,441	(23,154)
2313	FUNCTION-2313 BUSINESS OFFICE	976,596	137,383	119,639	257,021	719,575	73.7%	986,487	(9,891)
2410	FUNCTION-2410 SCHOOL ADMINISTRATION	4,278,680	946,958	2,192,993	3,139,951	1,138,729	26.6%	4,292,251	(13,571)
Total General Support Services		6,850,804	1,373,320	2,723,886	4,097,207	2,753,597	40.2%	6,897,420	(46,616)
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENANCE	6,830,961	1,426,114	392,872	1,818,986	5,011,975	73.4%	6,819,241	11,720
2520	FUNCTION-2520 PUPIL TRANSPORTATION	5,837,953	306,377	55,069	361,446	5,476,507	93.8%	5,837,953	0
2540	FUNCTION-2540 COMPUTER SUPPORT SERVICES	1,504,213	699,916	351,591	1,051,507	452,706	30.1%	1,472,170	32,043
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	253	0	253	2,247	89.9%	2,500	-
Total Operational Services		14,175,627	2,900,733	799,533	3,700,266	10,475,361	73.9%	14,131,863	43,764
TOTAL SUPPORT SERVICES		28,118,155	5,039,940	7,509,282	12,549,222	15,568,933	55.4%	28,088,655	29,500
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	61,379	220,160	281,538	4,779,361	94.4%	5,060,899	0
GRAND TOTAL		77,438,090	9,277,743	36,624,853	45,902,596	31,535,494	40.7%	77,455,234	(17,144)
									-0.02%

BOE Groups Active & Retired

Cost vs Budget Dashboard - data through July 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*	BOE Monthly Budget*	BOE Monthly Budget*	BOE Monthly Budget*	Cost vs BOE Budget	Actual/Estimated BOE Budget
Jul-21	570	\$658,635	\$96,759	\$25,333	\$780,727	\$87,755	\$868,482	\$990,851	\$990,851	\$990,851	\$990,851	(\$122,369)	87.7%
Aug-21													
Sep-21													
Oct-21													
Nov-21													
Dec-21													
Jan-22													
Feb-22													
Mar-22													
Apr-22													
May-22													
Jun-22													
YTD	570	\$658,635	\$96,759	\$25,333	\$780,727	\$87,755	\$868,482	\$990,851	\$990,851	\$990,851	\$990,851	(\$122,369)	87.7%



Total fixed costs is taken from segmented Anthem Report 4 dated 3/9/21 plus Network Access Fees of \$190,427
 *BOE monthly budget based on non-weighted Anthem proposal dated 3/9/21

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 guaranteed.

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 guaranteed.

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)
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Gebbser v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)
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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 must report the complaint to the principal or principal's designee. The principal/designee will consider whether a report of suspected child abuse/neglect should be made to DCF. (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

Groton Board of Education Committees
2022 Meeting Schedule

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

For Information Only:

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