

GROTON BOARD OF EDUCATION
COMMITTEE OF THE WHOLE
NOVEMBER 15, 2021 @ 6:00 P.M.
CENTRAL OFFICE, ROOM 11

MEMBERS PRESENT: Kim Shepardson Watson-Chairperson, Andrea Ackerman-Vice Chairperson, 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, Clint Kennedy, Laurie LePine

I. CALL TO ORDER – Chairperson Kim Watson called the meeting to order at 6:00 p.m.

II. BOE REGULAR BUSINESS

MOTION: Porter, Volkmann: To approve the COW minutes of November 8, 2021 with corrections to item IV. should read STAFFING REVIEW AT MRM AND TRM and item V. should read UPDATE RE: TREE HOUSE FINANCES.
PASSED -UNANIMOUSLY

III. ED RISING PRESENTATION BY TEACHER REPRESENTATIVES

This is item was tabled.

IV. COMMUNICATIONS UPDATE RE: FACEBOOK AND SOCIAL MEDIA (Attachment #1)

Dr. Piazza noted that the committee has discussed the development of a GPS Facebook page.

Mrs. Beyus noted:

- We are considering a GPS Facebook page that would showcase what is happening in the district;
- It would expand 2-way communication. It was noted that there are limitations when turning off 2-way communication.
- The goal would be to foster trust and transparency;
- Many districts around us are using Facebook pages;
- Our Facebook page would include content buckets, visual posts, links to other resources, crowd source contents;

V. MINIMUM WAGE INCREASE PROPOSAL (Attachment #2)

Mrs. LePine gave an overview of the proposed minimum wage increases. Mrs. LePine noted that there is a hiring problem as well as a retention problem.

VI. INITIAL PREDICTION OF BUDGET FY 23 RELATED TO SALARY (Attachment #3)

Mr. Knight gave an overview of the initial prediction of the budget for FY 23 related to contractual salary increases.

Mrs. Watson left at 7:05 p.m.

VII. REVIEW END USER DEVICE PROPOSAL (Attachment #4)

Mr. Kennedy gave an overview of the update of the updated end user device proposal compared to the original proposal.

VIII. TRANSPORTATION UPDATE

Mr. Kilpatrick noted:

- As of today, STA was at level staffing with no substitutes; however, at the end of the day, a driver had quit;
- STA is borrowing drivers from other Towns;
- There is a driver safety meeting on Wednesday;
- We are scheduling a meeting with STA Management regarding updates on problems we are having;
- He received an email today from STA stating that they are having a driver appreciation breakfast.

Mr. Kilpatrick stated that he received a call from Rick Norris regarding the Solar project stating they will have PPA next week for MRM and GMS.

IX. REVIEW OF REFERRAL LIST

The Board reviewed the Referral List.

X. SUGGESTED FUTURE TOPICS

- None

XI. ADJOURNMENT

MOTION: White, Antipas:

To adjourn at 7:40 p.m.

MOTION PASSED UNANIMOUSLY

Groton Public Schools



Social Media Review and Discussion – November 15, 2021

Why Social Media?

Social Media supports GPS communications objectives:

- Increases opportunities to share our 'story' and valuable news and information about district quickly and efficiently
- Expands two-way communications and engagement with the community
- Builds trust and transparency through replies, comments and messaging
- Creates awareness and exposure for all schools and programs, building our district-wide community
- Integrates with other GPS communication channels and resources
- Creates opportunities to partner with other groups / organizations
 - (Groton Park and Rec, Community Pages, Military Pages)

Social Media for GPS

- It's no longer a question of whether or not GPS should 'be' on Facebook. We already are.
 - Parents and the community are actively talking about GPS on social media
 - Our own platform will allow us to be proactive vs reactive and provide credible information helping to eliminate misinformation.
- Who do we want to tell our story?

Subgroups using social media:

Groton Public Schools
Child Nutrition Program

Groton School Building Program

PTOs

Groups and Clubs

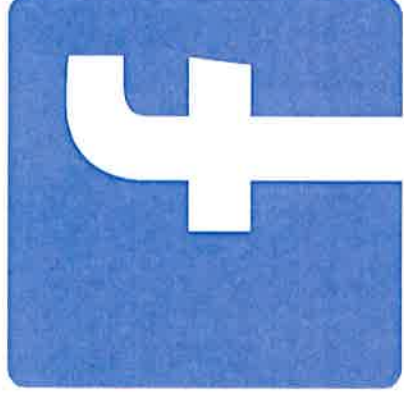
School specific pages

School Districts Using Social Media

- Ledyard Public Schools
- East Lyme Public Schools
- Learn Schools
- New London Public Schools
- Norwich Public Schools
- Stonington Public Schools
- Waterford Public Schools
- Lyme Old Lyme Schools
- Madison Public Schools

GPS on Social Media

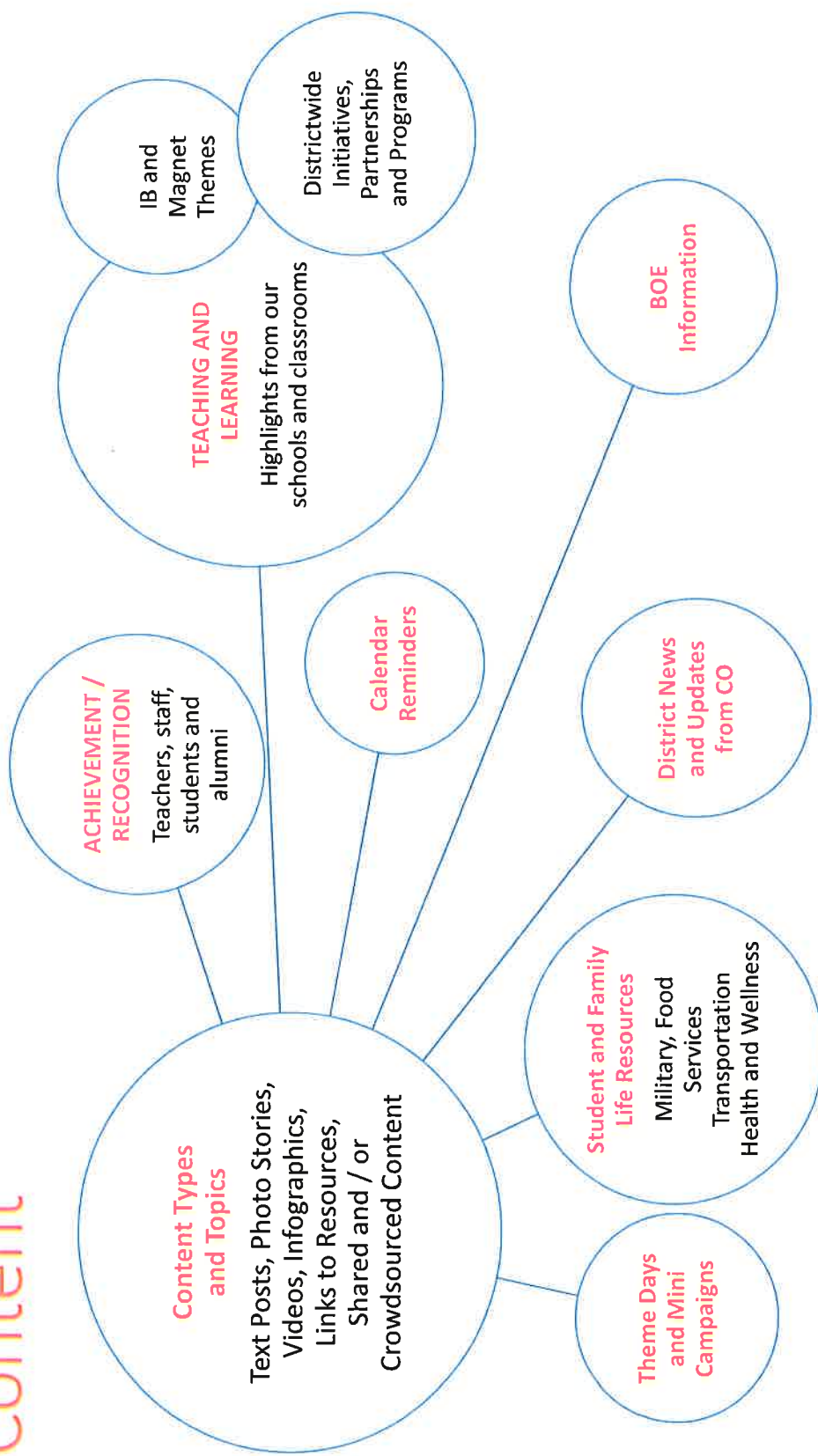
- Facebook has more users than any other social media network and the broadest reach
 - Parents
 - Alumni
 - Extended community



For schools with limited time or budget: It's important to have a strong presence in one location, than a weak presence on multiple platforms.

- Finalsite Social Media Report

Content



Next Steps

- Define team roles and responsibilities
 - Primary responsibilities include creating and scheduling posts, monitoring and responding to comments, and reviewing metrics
- Finalize creation of a GPS Facebook page
 - Establish page rules for content, comments and review all admin settings
- Develop content calendar
 - Use resources available through GPS partners / vendors
- Review district photo policy relative to social media
- Determine timeline for page launch

9/9/2021 updated 11/1/21

Min Wage Classification Analysis and Proposal 2021

CONFIDENTIAL

Future Budget
impact Est at 2%
22-23 (7/1/22)

| | 21-22 (7/1/21) | | Proposal 21-22 (Jan 1, 2022) | | Min Wage 7/1/22 | Min Wage 6/1/23 | Future Budget impact Est at 2% 22-23 (7/1/22) |
|--------------------------|----------------------|----------------------|---------------------------------|----------------------|-----------------|-----------------|-----------------------------------------------------|
| | \$94.50 (13.50 * 7) | \$105.00 (15.00 * 7) | \$105 (15.00 * 7) | \$125.00 (17.85 * 7) | | | |
| Sub Teacher ** | \$94.50 (13.50 * 7) | \$105.00 (15.00 * 7) | \$105 (15.00 * 7) | \$125.00 (17.85 * 7) | \$14.00 | \$15.00 | \$15.30 |
| Building Sub Teacher | \$105.00 (15.00 * 7) | \$105.00 (15.00 * 7) | \$105.00 (15.00 * 7) | \$125.00 (17.85 * 7) | \$14.00 | \$15.00 | \$18.21 |
| Tutor PT | \$26.50 | \$26.50 | \$26.50 | \$26.50 | \$14.00 | \$15.00 | \$27.03 |
| ISS Supervision | \$26.50 | \$26.50 | \$26.50 | \$26.50 | \$14.00 | \$15.00 | \$27.03 |
| Security Guards | \$22.95 | \$22.95 | \$22.95 | \$22.95 | \$14.00 | \$15.00 | \$23.41 |
| Custodian PT | \$16.83 | \$16.83 | \$17.17 | \$17.17 | \$14.00 | \$15.00 | \$17.51 |
| Sub School Secretary | \$15.15 | \$15.15 | \$16.00 | \$16.00 | \$14.00 | \$15.00 | \$16.32 |
| Summer School Secretary | \$15.15 | \$15.15 | \$16.00 | \$16.00 | \$14.00 | \$15.00 | \$16.32 |
| Adult Ed Secretary | \$15.15 | \$15.15 | \$16.00 | \$16.00 | \$14.00 | \$15.00 | \$16.32 |
| Lunch Program entry rate | \$15.55 | \$15.55 | \$16.00 | \$16.00 | \$14.00 | \$15.00 | \$16.32 |
| Summer School Aide | \$13.50 | \$13.50 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Part time Aide | \$13.50 | \$13.50 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Bus Aide/Attendant | \$14.31 | \$14.31 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Tree House Aide | \$14.31 | \$14.31 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Summer Tree House Aide | \$13.00 | \$13.00 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Tree House Leader | \$15.15 | \$15.15 | \$17.00 | \$17.00 | \$14.00 | \$15.00 | \$17.34 |
| Tree House Site Coord | \$16.93 | \$16.93 | \$19.00 | \$19.00 | \$14.00 | \$15.00 | \$19.38 |
| Sub Para | \$13.50 | \$13.50 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Community Coordinator | \$13.00 | \$13.00 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Sub Lunch Program | \$13.00 | \$13.00 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Sub Custodian PT entry | \$13.50 | \$13.50 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| Sub Custodian PT other | \$15.00 | \$15.00 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |
| IT summer interns | \$13.00 | \$13.00 | \$15.00 | \$15.00 | \$14.00 | \$15.00 | \$15.30 |

Union Hourly:

| | | | | | | | |
|----------------------------------------------|---------|--|--|--|--|--|------------------|
| Paraprofessionals entry rate | \$14.31 | | | | | | to be negotiated |
| RBT (Registered Behavior Technician Proposal | \$25.00 | | | | | | |
| Secretary entry rate | \$20.81 | | | | | | \$21.22 |
| Custodian entry rate | \$19.58 | | | | | | \$19.97 |
| Maintenance entry rate | \$25.35 | | | | | | \$25.85 |
| IT entry rate | \$26.53 | | | | | | \$27.06 |

** need to match sub para rate

Attachment #3

Groton Public Schools
 FY2022/2023
 Initial Prediction of Budget increase

| | | | Anticipated increases | Anticipated increase less grant funded |
|------------------------------------|------------------------------|-------------------------|--------------------------|----------------------------------------------|
| | | FY22 Total Budget | 77,438,090.00 | 77,438,090.00 |
| Salaries | | | | |
| Administrators | based on contract % increase | 2.1% | 76,000.00 | 76,000.00 |
| Add Elem Asst Princ - 1.0 FTE | | | 127,031.40 | 127,031.40 |
| Teachers - step & GWI | based on contract % increase | 3.1% | 1,063,500.00 | 1,063,500.00 |
| Teacher Retirees | estimated 6 retirements | | (90,000.00) | (90,000.00) |
| BCBA | | | 85,000.00 | ARP IDEA |
| Pre-K/K Social Worker | | | 61,000.00 | ARP IDEA |
| Special Education | | | 61,000.00 | IDEA Recovery |
| Teachers paid through MSAP in FY22 | | | 206,000.00 | ARP ESSER?? |
| Paraprofessionals II - step | based on current contract | 2.0% | 41,700.00 | 41,700.00 |
| Paraprofessionals I - GWI | no contract - placeholder | 2.0% | 13,900.00 | 13,900.00 |
| Tutors - GWI | no contract - placeholder | 2.0% | 8,500.00 | 8,500.00 |
| Clerical (incl CO) | based on contract | 2.0% | 37,900.00 | 37,900.00 |
| Add Elem Secretary - 1.0 FTE | | | 38,000.00 | 38,000.00 |
| Custodian/Maint/Tech | based on contract | 2.0% | 71,000.00 | 71,000.00 |
| Non-Union - admin | placeholder | 2.0% | 22,900.00 | 22,900.00 |
| Non-Union - other (bus aides, etc) | placeholder | 2.0% | 39,400.00 | 39,400.00 |
| Minnum Wage Impact | | | 253,000.00 | 253,000.00 |
| | | | 2,115,831.40 | 1,702,831.40 |
| Employee Benefits | | | | |
| Health Ins | estimated | 5.0% | 353,000.00 | 353,000.00 |
| Social Sec/Medicare | based on increase | 1.45%/7.65% | 63,300.00 | 63,300.00 |
| | | | 416,300.00 | 416,300.00 |
| Transportation | | | | |
| STA | based on contract | 3.0% | 125,700.00 | 125,700.00 |
| Curtin | estimated | 2.0% | 18,400.00 | 18,400.00 |
| | | | 144,100.00 | 144,100.00 |
| Out of District Tuition | | | | |
| LEARN | estimated | 2.0% | 26,800.00 | 26,800.00 |
| New London | estimated | 2.0% | 10,800.00 | 10,800.00 |
| | | | 37,600.00 | 37,600.00 |
| Expenses | | | | |
| Inflation Rate | | 4.6% | | - |
| Site Budgets | at FY22 level plus | 2.0% | 17,800.00 | 17,800.00 |
| | | | 2,731,631.40 | 2,318,631.40 |
| | | Total Increase | 2,731,631.40 | 2,318,631.40 |
| | | FY23 Preliminary Budget | 80,169,721.40 | 80,169,721.40 |
| | | % Increase | 3.5% | 3.0% |

UPDATED PROPOSAL – Technology Device Upgrade (Instructional Staff)**DEVICE SELECTION CRITERIA:**

- Security (2FA)
- Overall cost (purchase and maintenance)
- Ease of use
- Ease of management
- Environmental cost
- Overall quality
- Switching costs (if any)
- Required functionality

QTY & SAMPLE FUNDING:

| Device | Qty | Unit Cost | Proposed Yearly Payments (0% financing - 4yrs) |
|----------------------------------------------------------------|-----|-----------|---------------------------------------------------|
| Teacher Laptop (Apple MacBook Air) 8GB RAM, 256GB Storage | 423 | \$1,028 | \$108,711 |
| Admin/CO Laptop (Apple MacBook Air) 16GB RAM, 512GB Storage | 34 | \$1,309 | \$11,127 |
| Device | Qty | Unit Cost | Proposed Yearly Payments (0% financing - 3yrs) |
| Para Laptop (Chromebook) | 157 | \$349 | \$18,264 |
| Tutor Laptops (Chromebook) | 39 | \$349 | \$4,537 |
| TOTAL (Yearly leasing payment) | | | \$142,639 |

Notes:

- MacBook Air M1 includes cost of AppleCare+ (extended warranty)
- MacBook Air M1 \$1 Lease Option after 4 years:
 - Flexibility to purchase and continue use for \$1, or
 - Trade in for value toward a new laptop or finance terms
- Expected life for a:
 - MacBook Air M1 – 4 years
 - Chromebook – 3 years

Additional costs (BOE budget 21-22 and 22-23) per device:

- Case (\$15) - Both
- Dongle/Docking station (\$39) – MacBook Air M1
- MDM (Mobil Device Management) license (\$18) – MacBook Air M1
- Optional: Apple Services Deployment offsite (\$14) – MacBook Air M1

OLD (11/01/21)- DRAFT PROPOSAL – Technology Device Upgrade (Instructional Staff)

PROBLEM STATEMENT:

Currently, GPS supports and maintains laptops for instruction related staff (teacher, administrators, paras, tutors) to support their work and the teaching and learning goals of the district. There are approximately 16 device models being used ranging from 1-9 years old, with multiple operating systems in a variety of update states.

PURPOSE:

- Better secure all devices (malware, viruses, ransomware, etc)
- Leverage tech to support curriculum goals
- Standardize/modernize access to updates/applications
- Bring equity to all professional staff
- Implement 2FA (two factor authentication)

STRATEGIES:

- Refresh ALL devices (3-4 year cycle)
- Standardize hardware/operating systems
- Lease devices (versus purchase)
- Upgrade operating system/application management tools

TIMING:

- Finalize agreements and proceed with purchase Nov-Dec 2021 (procurement is an issue)
- Launch with staff end of January 2022
- Professional development (whole group and 1-on-1) thru June 2022
- Launch 2022-23 school year standardized on new devices
- NOTE: All staff will have access to old and new during transition (Jan-June 2022)

QTY & SAMPLE FUNDING:

| Devices | Qty | Sample Yearly Payments (4yrs) |
|----------------------------|------------|--------------------------------------|
| Teacher Laptops (Win/Mac) | 450 | \$145,000 |
| Admin/CO Laptops (Win/Mac) | 50 | \$22,500 |
| Para Laptops (ChromeOS) | 200 | \$20,000 |
| Tutor Laptops (ChromeOS) | 50 | \$5,000 |
| TOTAL | | \$192,500 |