GROTON BOARD OF EDUCATION
REGULAR MEETING
JANUARY 23, 2023 @ 6:00 P.M.
TOWN HALL ANNEX, CR 1

Mission Statement: Our mission is teaching and learning.

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

AGENDA

I. CALL TO ORDER

A. Pledge of Allegiance

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

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

IV. RESPONSE TO COMMENTS FROM CITIZENS

V. STUDENT REPRESENTATIVE REPORT

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report
   1. Update on FY24 Budget Process (Attachment #1)

B. Reports and Information from the Staff
   1. Assistant Superintendent Report
      - Overview of New Courses/Curriculum
   2. Business Manager Report
      - Object Code Summary FY23 (Attachment #2)
      - Health Insurance Report (Attachment #3)
   3. Director of Buildings and Grounds
      - Update re: School Facilities

VII. COMMITTEE REPORTS

A. Policy
B. Curriculum
C. Finance/Facilities
D. Communications

E. Other
- Negotiations
- LEARN
- TCC/RTM/BOE Liaison
- AGSA/GEA/BOE Liaison
- Groton Scholarship
- Athletic Fields
- Trails
- Library
- Permanent School Building Committee
- State Council on Educational Opportunities for Military Children (meets twice a year)

VIII. ACTION ITEMS

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

1. Approval of the regular meeting minutes of December 12, 2022 (Attachment #4)
2. Approval of the special meeting minutes of December 20, 2022 (Attachment #5)
3. Approval of the special meeting minutes of January 3, 2023 (Attachment #6)
4. Approval of the special meeting minutes of January 9, 2023 (Attachment #7)
5. Approval of the special meeting minutes of January 10, 2023 (Attachment #8)
6. Approval of the special meeting minutes of January 17, 2023 @ 6:00 p.m. (Attachment #9)
7. Approval of the special meeting minutes of January 17, 2023 @ 7:00 p.m. (Attachment #10)
8. Approval of Gifts
    - The law firm of Block, Janney & Sisley, on behalf of the now dissolved Fitch Senior High School Alumni Foundation, Inc., has donated $4,504.82 to be used at the high school.
    - Elizabeth & Roger Hambidge have donated $50 to Groton Public Schools, in memory of Sharron Kaiko
    - Nicholas Glowski has donated the following to Thames River Magnet School:
        - Two map turtles
        - One glass aquarium with mesh top
        - Stone substrate
        - Haul out for turtles to sit out of the water
        - Pump/filtration equipment
        - Heat lamp & lamp housing
        - Pellet turtle food
        - Care package of instructions

B. Old Business

C. New Business

1. Discussion and possible action regarding a first reading of policy P 6172.7 Mentoring Programs for Students (Attachment #11)

   MOTION: To approve policy P 6172.7 Mentoring Programs for Students as a first reading.

2. Discussion and possible action regarding the approval of the Ed Rising curriculum at Fitch High School (Due to the length of the curriculum, a link to the document was provided on the meeting posting, sent via email, for all to review.)

   MOTION: To approve the Ed Rising curriculum at Fitch High School.

3. Discussion and possible action regarding the approval of the Naval Science 1 curriculum at Fitch High School (Attachment #12)

   MOTION: To approve the Naval Science 1 curriculum at Fitch High School.

4. Discussion and possible action regarding the approval of the Naval Science 2 curriculum at Fitch High School (Attachment #13)

   MOTION: To approve the Naval Science 2 curriculum at Fitch High School.

5. Discussion and possible action regarding the approval of the Naval Science 3 curriculum at Fitch High School (Attachment #14)

   MOTION: To approve the Naval Science 3 curriculum at Fitch High School.

6. Discussion and possible action regarding the approval of the Naval Science 4 curriculum at Fitch High School (Attachment #15)

   MOTION: To approve the Naval Science 4 curriculum at Fitch High School.

7. Discussion and possible action regarding the approval of the EMT curriculum at Fitch High School (Due to the length of the curriculum, a link to the document was provided on the meeting posting, sent via email, for all to review.)

   MOTION: To approve the EMT curriculum at Fitch High School.

IX. INFORMATION AND PROPOSALS (Non-Action Items)

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

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

Date	Meeting	Location	Time
Feb. 1	Special - Joint Budget Mtg. w/TC & RTM	TBD	6:00 p.m.
Feb. 1	Special - Budget Work Session	TBD	7:00 p.m.
Feb. 6	Special - Budget Work Session	CO, Room 11/Hybrid	6:00 p.m.
Feb. 7	Finance/Facilities Committee	CO, Room 11/Hybrid	6:00 p.m.
Feb. 13	COW CANCELLED		
Feb. 13	Special - Budget Work Session	CO, Room 11/Hybrid	6:00 p.m.
Feb. 14	Policy Committee	CO, Room 5/Hybrid	6:00 p.m.
Feb. 22	Curriculum Committee	CO, Room 4/Hybrid	5:00 p.m.
Feb. 22	COW	CO, Room 11/Hybrid	6:00 p.m.
Feb. 22	Special - Budget Work Session (if needed)	CO, Room 11/Hybrid	6:00 p.m.
Feb. 27	Communications Committee	Town Hall Annex, CR 2	5:00 p.m.
Feb. 27	Regular - Budget Adoption	Town Hall Annex, CR 1	6:00 p.m.

Meetings w/Town Bodies:

Date	Meeting	Location	Time
Feb. 2	PSBC	Town Hall Annex, CR 2	6:00 p.m.
Feb. 16	PSBC	Town Hall Annex, CR 2	6:00 p.m.

B. Suggested Agenda Items

XI. ADJOURNMENT

FY24 Budget Development Schedule

(Revised January 20, 2023)

DATE	MEETING	SECTIONS	PAGES	ADD'L STAFF REQUESTED
1/3/23	Budget Work Session	Orientation of Budget materials		Ken Knight
		Prior Year review		Ken Knight
		Salaries/Retirements		Laurie Lepine
		Health Insurance Reserve/OPEB		Ken Knight/Laurie Lepine
		Elementary Instruction	5-4 to 5-5	
1/9/23	Budget Work Session	Secondary Instruction	5-6 to 5-39	
		Enrichment Instruction	5-50 to 5-51	
		Remedial Instruction	5-52 to 5-53	
		Summer School	5-60 to 5-61	
		Educational Media	5-82 to 5-83	
1/17/23	Public Hearing & Budget Work Session	Special Instruction	5-40 to 5-49	Denise Doolittle/Nadine Macklin
		Hearing Impaired	5-54 to 5-55	Denise Doolittle
		High School Completion/Adult Ed	5-56 to 5-59	Melissa Manzione
		Support Services – Pupils	5-64 to 5-75	Denise Doolittle
1/23/23	Budget Work Session	Athletics	5-62 to 5-63	Marc Romano
		Misc – Health Serv/Nonpublic Trans	5-100 to 5-103	
		Athletics	5-106 to 5-108	Marc Romano
1/30/23	Budget Work Session	Operations/Maintenance	5-92 to 5-95	Sam Kilpatrick
		Transportation	5-96 to 5-97	Sam Kilpatrick
		Out of District Tuitions/Placements	5-104 to 5-105	Denise Doolittle
		Review of CIP projects		
2/1/23	Joint BoE/Town Council/RTM Meeting @ 6:00 p.m.			
2/1/23	Budget Work Session @ 7:00 p.m.	Support Services – Staff/General Support	5-76 to 5-81	Phil Piazza
		District/Building Administration	5-84 to 5-91	
		Technology	5-98 to 5-99	Clint Kennedy
		Review of DOD Supplemental Impact Aid		Ken Knight/Clint Kennedy
2/6/23	Budget Work Session	Operation Budget Plus Grants		
		Detailed Revenue Source		
		Coronavirus Relief Grants Sustainability		
		Superintendent FY2024 Adjusted Budget		
2/13/23	Budget Work Session	Updated Adjusted Supt. Budget/Budget Finalization		
2/22/23	Budget Work Session	If needed		
2/27/23	Regular BoE Meeting	BoE votes on FY24 Budget		

Attachment #1

Groton Public Schools

Date prep: 1/19/23 10:05 AM

FY23 Budget Summary Review

	Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 01/19/2023	Favorable/ (Unfavorable) to Budget
	Salaries									
1	Administrators	105-109	5,052,518	2,910,594	2,136,601	5,047,195	5,323	0.1%	5,052,518	0
2	Teachers	101-104,123-127,151-152	35,367,250	14,942,969	19,638,446	34,581,415	785,835	2.2%	35,267,115	100,135
3	Non-Cert Aides	110-111,130-131,136,139	4,284,903	1,748,769	24,598	1,773,367	2,511,536	58.6%	4,270,044	14,859
4	Substitute - Cert & Non-Cert	120-121	1,007,080	587,826	0	587,826	419,254	41.6%	1,007,080	0
5	Clerical	112-114,132-134,144	1,971,277	1,173,890	0	1,173,890	797,387	40.5%	1,971,277	0
6	Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,610,973	1,979,722	141,811	2,121,533	1,489,440	41.2%	3,610,973	0
7	Campus Security/Supervision	126	152,540	192,495	0	192,495	(39,955)	(26.2%)	152,540	0
8	**Total Salaries**	**100**	**51,446,541**	**23,536,264**	**21,941,457**	**45,477,721**	**5,968,820**	**11.6%**	**51,331,547**	**114,994**
	Benefits									
9	Health Insurance	201-202	7,281,438	5,136,176	0	5,136,176	2,145,262	29.5%	7,281,438	0
10	Workers Comp & Town Pension	211,213	962,425	962,423	0	962,423	2	0.0%	962,423	2
11	Social Security & Medicare	212,214	1,511,750	811,857	0	811,857	699,893	46.3%	1,511,409	341
12	Other Benefits	222-227	283,493	316,154	0	316,154	(32,661)	(11.5%)	335,818	(52,325)
13	**Total Benefits**	**200**	**10,039,106**	**7,226,611**	**0**	**7,226,611**	**2,812,495**	**28.0%**	**10,091,088**	**(51,982)**
	Purchased Services									
14	Instructional Services	321-324	184,475	130,024	5,850	135,874	48,601	26.3%	162,073	22,402
15	Professional Services	331	251,614	280,808	28,699	309,507	(57,893)	(23.0%)	256,412	(4,798)
16	Other Prof Services	332	571,885	289,491	92,879	382,370	189,515	33.1%	583,337	(11,452)
17	OT & PT Services	333	678,058	339,547	397,804	737,351	(59,293)	(8.7%)	700,558	(22,500)
18	Legal	334	71,054	27,395	0	27,395	43,660	61.4%	71,054	0
19	Athletic Officials & Other Athletic Serv	341-342	77,290	51,372	0	51,372	25,918	33.5%	77,594	(304)
20	Computer Network Services	343	164,483	187,282	1,366	188,648	(24,165)	(14.7%)	188,648	(24,165)
21	**Total Purchased Services**	**300**	**1,998,859**	**1,305,919**	**526,597**	**1,832,516**	**166,343**	**8.3%**	**2,039,676**	**(40,817)**
	Property Services									
22	Water & Sewer	410-411	100,799	70,218	0	70,218	30,581	30.3%	100,799	0
23	Trash & Snow Removal	421-422	137,466	47,961	39,396	87,358	50,108	36.5%	137,466	0
24	Repair/Maintenance	430-435,490-491,499	481,216	303,712	45,402	349,114	132,102	27.5%	473,008	8,208
25	Rental	441	123,899	82,813	60,372	143,185	(19,286)	(15.6%)	134,234	(10,335)
26	**Total Property Services**	**400**	**843,380**	**504,703**	**145,170**	**649,874**	**193,506**	**22.9%**	**845,507**	**(2,127)**
	Transportation, Insurance, Communications, Tuition									
27	Transportation: Schools	510-513	5,360,342	2,175,014	0	2,175,014	3,185,328	59.4%	5,486,984	(126,642)
28	Transportation: Student Activities	587-596	175,419	42,344	32,500	74,844	100,575	57.3%	170,698	4,721
29	Transportation: Staff	580-584	141,686	29,567	150	29,717	111,969	79.0%	125,151	16,535
30	Insurance	522,525	417,628	403,354	0	403,354	14,274	3.4%	416,866	762
31	Communications	530-552	142,592	153,195	12,192	165,388	(22,796)	(16.0%)	149,539	(6,947)
32	Tuition: Special Education	561-563,568	4,319,633	2,405,278	1,409,313	3,814,591	505,042	11.7%	4,023,848	295,785
33	Tuition: Other	564-567	1,197,359	1,195,559	0	1,195,559	1,800	0.2%	1,195,559	1,800
34	**Total Trans, Ins, Comm, Tuition**	**500**	**11,754,659**	**6,404,312**	**1,454,156**	**7,858,468**	**3,896,192**	**33.1%**	**11,568,645**	**186,014**
	Supplies									
35	Instructional Supplies	601-609,613-619,622-623,628	499,046	168,881	29,727	198,608	300,438	60.2%	426,279	72,767
36	Computer Supplies	610-612	254,072	264,994	10,543	275,538	(21,466)	(8.4%)	247,333	6,739
37	Electricity & Heating	631-633	1,467,021	911,276	12,789	924,066	542,955	37.0%	1,610,187	(143,166)
38	Transportation Supplies	634,656	180,486	172,504	0	172,504	7,982	4.4%	302,141	(121,655)
39	Textbooks & Library Books	640-642,645,647	83,311	44,869	11,833	56,702	26,609	31.9%	72,832	10,479
40	Facility/Maintenance Supplies	650,652-655,657,659	300,884	195,864	16,469	212,333	88,551	29.4%	300,209	675
41	Other Supplies (staff dev, PPE, etc)	621,624-627,690	88,910	48,971	3,328	52,299	36,611	41.2%	89,239	(329)
42	**Total Supplies**	**600**	**2,873,730**	**1,807,359**	**84,690**	**1,892,049**	**981,681**	**34.2%**	**3,048,219**	**(174,489)**
	Equipment									
43	Instructional Equipment	730,735	98,400	50,719	1,558	52,277	46,123	46.9%	84,787	13,613
44	Non-Instructional Equip	731,736	10,000	12,674	31,313	43,987	(33,987)	(339.9%)	10,000	0
45	**Total Equipment**	**700**	**108,400**	**63,393**	**32,871**	**96,264**	**12,136**	**11.2%**	**94,787**	**13,613**
46	**Total Dues & Fees**	**800**	**92,596**	**80,322**	**119**	**80,441**	**12,155**	**13.1%**	**82,996**	**9,600**
47	**GRAND TOTAL**		**79,157,271**	**40,928,882**	**24,185,061**	**65,113,943**	**14,043,328**	**17.7%**	**79,102,465**	**54,806**

Groton Public Schools

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FY23 Budget Summary Review

	Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 01/19/2023	Favorable/ (Unfavorable) to Budget
	Salaries									
	Administrators									
48	Administrators	105	1,201,101	738,283	470,056	1,208,338	(7,237)	(0.6%)	1,201,101	-
49	Principals	106	1,150,292	663,924	485,406	1,149,330	962	0.1%	1,150,292	-
50	Asst. Principals/Sp.Ed. Supv	107	2,385,181	1,332,346	1,071,982	2,404,328	(19,147)	(0.8%)	2,385,181	-
51	6-12 Curriculum Coordinators	108	174,798	87,691	49,442	137,133	37,665	21.5%	174,798	-
52	Athletic Director	109	141,146	88,349	59,716	148,065	(6,919)	(4.9%)	141,146	-
53			5,052,518	2,910,594	2,136,601	5,047,195	5,323	0.1%	5,052,518	0
	Teachers									
54	Classroom Teachers	101 & 151	25,154,553	10,296,911	14,178,474	24,475,385	679,168	2.7%	25,066,232	88,321
55	Sp.Ed Certified	102	7,830,521	3,592,542	4,421,467	8,014,009	(183,488)	(2.3%)	7,820,291	10,230
56	Media Specialist	103	690,181	323,347	398,914	722,261	(32,080)	(4.6%)	690,181	-
57	Guidance	104	1,175,535	513,475	639,591	1,153,066	22,469	1.9%	1,175,535	-
58	Adult Ed	124	42,230	12,613	0	12,613	29,617	70.1%	42,230	-
59	Coach Stipends	126	356,416	113,873	0	113,873	242,544	68.1%	355,081	1,336
60	Other Student Activities	127	117,814	41,690	0	41,690	76,124	64.6%	117,566	248
61			35,367,250	14,942,969	19,638,446	34,581,415	785,835	2.2%	35,267,115	100,135
	Non-Cert Aides/Tutors									
62	Reg Ed Aides - Kindergarten	110 & 130	456,375	144,576	0	144,576	311,799	68.3%	456,375	-
63	Sp.Ed Aides - Para I & Para II	111 & 131	2,906,920	668,392	0	668,392	2,238,528	77.0%	2,565,242	341,678
64	Tutors	125 & 152	432,500	688,248	0	688,248	(255,748)	(59.1%)	754,154	(321,654)
65	School Bus Aides	136	429,588	207,465	0	207,465	222,123	51.7%	429,588	-
66	Other Non-Certified Personnel	139 & 119	59,520	40,087	24,598	64,685	(5,165)	(8.7%)	64,685	(5,165)
67			4,284,903	1,748,769	24,598	1,773,367	2,511,536	58.6%	4,270,044	14,859
	Substitute									
68	Substitute Sp.Ed Certified	121	85,588	0	0	0	85,588	100.0%	25,494	60,094
69	Substitute Reg.Ed Certified	120	921,492	587,826	0	587,826	333,666	36.2%	981,586	(60,094)
70			1,007,080	587,826	0	587,826	419,254	41.6%	1,007,080	0
	Clerical									
71	Clerical	112'113'114'132'133'134'143'144	1,971,277	1,173,890	0	1,173,890	797,387	40.5%	1,971,277	0
	Custodial/Maintenance/Techs									
72	Custodial	117 & 137	1,924,943	1,068,905	32,326	1,101,231	823,712	42.8%	1,924,943	-
73	Maintenance	118 & 138	857,425	463,062	39,323	502,385	355,040	41.4%	857,425	-
74	Custodial/Maintenance Overtime	147 & 148	108,500	32,298	0	32,298	76,202	70.2%	108,500	-
75	Technicians	129 & 149	720,105	415,457	70,162	485,619	234,486	32.6%	720,105	-
76			3,610,973	1,979,722	141,811	2,121,533	1,489,440	41.2%	3,610,973	0
	Security									
77	Security/Supervision	128	152,540	192,495	0	192,495	(39,955)	(26.2%)	152,540	-
78	**Total Salaries**		**51,446,541**	**23,536,264**	**21,941,457**	**45,477,721**	**5,968,820**	**11.6%**	**51,331,547**	**114,994**
	Benefits									
	Health Insurance									
79	Group Ins. Prof	201	5,827,342	4,623,579	0	4,623,579	1,203,763	20.7%	5,827,342	-
80	Group Ins. Other	202	1,454,096	512,597	0	512,597	941,499	64.7%	1,454,096	-
81			7,281,438	5,136,176	0	5,136,176	2,145,262	29.5%	7,281,438	0
	Workers Comp & Town Pension									
82	Worker's Compensation	211	405,825	405,823	0	405,823	2	0.0%	405,823	2
83	Town Pension	213	556,600	556,600	0	556,600	0	0.0%	556,600	-
84			962,425	962,423	0	962,423	2	0.0%	962,423	2
	Social Security & Medicare									
85	Social Security	212	765,776	398,855	0	398,855	366,921	47.9%	766,376	(600)
86	Medicare	214	745,974	413,002	0	413,002	332,972	44.6%	745,033	941
87			1,511,750	811,857	0	811,857	699,893	46.3%	1,511,409	341
	Other Employee Benefits									
88	Retirement Awards	222	135,993	198,038	0	198,038	(62,045)	(45.6%)	198,038	(62,045)
89	Unemployment	223	40,000	2,425	0	2,425	37,575	93.9%	24,789	15,211
90	Tuition Reimb Certified	224	106,000	111,491	0	111,491	(5,491)	(5.2%)	111,491	(5,491)
92	Mentor Stipend	227	1,500	4,200	0	4,200	(2,700)	(180.0%)	1,500	-
93			283,493	316,154	0	316,154	(32,661)	(11.5%)	335,818	(52,325)
94	**Total Benefits**		**10,039,106**	**7,226,611**	**0**	**7,226,611**	**2,812,495**	**28.0%**	**10,091,088**	**(51,982)**

Groton Public Schools

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FY23 Budget Summary Review

Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 01/19/2023	Favorable/ (Unfavorable) to Budget
Purchased Services									
Instructional Services									
95 Instructional Services	321 & 323	123,075	91,458	0	91,458	31,617	25.7%	99,080	23,995
96 Instruct Improvement Services	322 & 324	61,400	38,565	5,850	44,415	16,985	27.7%	62,993	(1,593)
97		184,475	130,024	5,850	135,874	48,601	26.3%	162,073	22,402
Professional Services									
98 Professional Services	331	251,614	280,808	28,699	309,507	(57,893)	(23.0%)	256,412	(4,798)
99 Other Professional Services	332	571,885	289,491	92,879	382,370	189,515	33.1%	583,337	(11,452)
100 OT & PT Services	333	678,058	339,547	397,804	737,351	(59,293)	(8.7%)	700,558	(22,500)
101 Legal Services	334	71,054	27,395	0	27,395	43,660	61.4%	71,054	-
102		1,572,611	937,241	519,382	1,456,622	115,989	7.4%	1,611,361	(38,750)
Athletic Officials & Other Athletic Services									
103 Athletic Officials	341	61,550	41,018	0	41,018	20,532	33.4%	61,854	(304)
104 Other Athletic Services	342	15,740	10,354	0	10,354	5,386	34.2%	15,740	-
105		77,290	51,372	0	51,372	25,918	33.5%	77,594	(304)
Computer Network Services									
106 Computer Network Services	343	164,483	187,282	1,366	188,648	(24,165)	(14.7%)	188,648	(24,165)
107 Total Purchased Services		**1,998,859**	**1,305,919**	**526,597**	**1,832,516**	**166,343**	**8.3%**	**2,039,676**	**(40,817)**
Property Services									
Water/Sewer									
108 Water	410	66,182	36,862	0	36,862	29,320	44.3%	66,182	-
109 Sewer	411	34,617	33,355	0	33,355	1,262	3.6%	34,617	-
110		100,799	70,218	0	70,218	30,581	30.3%	100,799	0
Trash & Snow Removal									
111 Trash Removal	421	87,466	47,961	39,396	87,358	108	0.1%	87,466	-
112 Snow Removal	422	50,000	0	0	0	50,000	100.0%	50,000	-
113		137,466	47,961	39,396	87,358	50,108	36.5%	137,466	0
Repair/Maintenance									
114 Equipment Repairs	430	118,095	62,077	582	62,659	55,436	46.9%	109,137	8,958
115 Grounds Repairs	431	189,614	127,522	42,286	169,808	19,806	10.4%	189,614	-
116 General Bldg Repairs	432	28,563	7,796	0	7,796	20,767	72.7%	28,563	-
117 Painting	433	5,095	2,821	0	2,821	2,274	44.6%	5,095	-
118 Heat & Plumbing	434	48,400	37,026	2,161	39,188	9,212	19.0%	48,400	-
119 Electrical	435	9,005	1,269	0	1,269	7,736	85.9%	9,005	-
120 Extermination Services	490	11,477	7,237	0	7,237	4,240	36.9%	11,477	-
121 Bldg Fire Protection	491	46,821	33,037	0	33,037	13,784	29.4%	46,821	-
123 Other Purch Services	499	24,146	24,927	373	25,300	(1,154)	(4.8%)	24,896	(750)
124		481,216	303,712	45,402	349,114	132,102	27.5%	473,008	8,208
Rental									
125 Rental	441	123,899	82,813	60,372	143,185	(19,286)	(15.6%)	134,234	(10,335)
126 Total Property Services		**843,380**	**504,703**	**145,170**	**649,874**	**193,506**	**22.9%**	**845,507**	**(2,127)**
Transportation, Insurance, Communications, Tuition									
Transportation: Schools									
127 Reg Ed Pupil Transportation	510 & 516	3,160,976	1,154,869	0	1,154,869	2,006,107	63.5%	3,160,976	-
128 Sp Ed - Trans - STA	511	1,243,367	513,027	0	513,027	730,340	58.7%	1,370,009	(126,642)
129 Sp Ed - Trans - Curtin	512	943,749	507,118	0	507,118	436,631	46.3%	955,999	(12,250)
130 Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	-	12,250
131		5,360,342	2,175,014	0	2,175,014	3,185,328	59.4%	5,486,984	(126,642)
Transportation: Other									
132 Transportation - Athletics	587	107,800	17,979	28,345	46,324	61,476	57.0%	109,690	(1,890)
133 Transportation - Field Trips	588	50,149	16,566	3,570	20,135	30,014	59.8%	42,831	7,318
134 Entry Fees - Athletics	591 & 592	12,700	5,725	0	5,725	6,975	54.9%	12,605	95
135 Admission Fees	595	4,770	2,075	585	2,660	2,110	44.2%	5,573	(803)
137		175,419	42,344	32,500	74,844	100,575	57.3%	170,698	4,721
Transportation: Staff									
138 Travel - Education	580 & 581	7,500	1,780	0	1,780	5,720	76.3%	7,613	(113)
139 Travel - Admin	582 & 583	29,500	13,587	0	13,587	15,913	53.9%	27,227	2,273
140 Travel - Conferences	584	104,686	14,200	150	14,350	90,336	86.3%	90,311	14,375
141		141,686	29,567	150	29,717	111,969	79.0%	125,151	16,535
Liability & Accident Insurance									
142 Liability Insurance	522	402,456	388,944	0	388,944	13,512	3.4%	402,456	-
143 Accident Insurance	525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144		417,628	403,354	0	403,354	14,274	3.4%	416,866	762

Groton Public Schools

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Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 01/19/2023	Favorable/ (Unfavorable) to Budget
Communications									
145 Telephone, Telephone Repairs	530	91,400	137,925	0	137,925	(46,525)	(50.9%)	103,745	(12,345)
146 Postage	531	31,150	4,434	10,000	14,434	16,716	53.7%	27,377	3,773
147 Advertisement	540	5,000	8,245	2,129	10,374	(5,374)	(107.5%)	5,000	-
148 Minority Recruitment	541	0	0	0	0	0		-	-
149 Printing Admin	550	11,542	2,592	63	2,655	8,887	77.0%	10,792	750
150 School Publications	551 & 552	3,500	0	0	0	3,500	100.0%	2,625	875
151		142,592	153,195	12,192	165,388	(22,796)	(16.0%)	149,539	(6,947)
Tuition: Special Education									
152 Sp.Ed Vocational	561	411,956	136,786	38,500	175,286	236,670	57.5%	411,956	-
153 Sp.Ed BoE Placements	562	2,557,392	1,096,795	1,214,555	2,311,349	246,043	9.6%	2,484,397	72,995
154 Sp.Ed State Placements	563	580,000	91,587	137,839	229,426	350,574	60.4%	307,210	272,790
155 Sp.Ed Magnet Choice	568	770,285	1,080,110	18,420	1,098,530	(328,245)	(42.6%)	820,285	(50,000)
156		4,319,633	2,405,278	1,409,313	3,814,591	505,042	11.7%	4,023,848	295,785
Tuition: Other									
157 Adult Ed	564	210,105	207,000	0	207,000	3,105	1.5%	207,000	3,105
158 Gen Ed Magnet Tuition	566	897,671	865,745	0	865,745	31,926	3.6%	865,745	31,926
159 Gen Ed Vo Ag Tuition	567	89,583	122,814	0	122,814	(33,231)	(37.1%)	122,814	(33,231)
160		1,197,359	1,195,559	0	1,195,559	1,800	0.2%	1,195,559	1,800
161 Total Transportation, Insurance, Communication, Tuition		**11,754,659**	**6,404,312**	**1,454,156**	**7,858,468**	**3,896,192**	**33.1%**	**11,568,645**	**186,014**
Supplies									
Instructional Supplies									
162 General Classroom	601	156,340	25,300	3,818	29,118	127,222	81.4%	117,555	38,785
163 Science	602	16,986	2,868	3,875	6,742	10,244	60.3%	13,042	3,944
164 Arts & Crafts	603	24,300	19,459	2,213	21,672	2,628	10.8%	21,204	3,096
165 Phys. Ed	604	15,400	3,157	0	3,157	12,243	79.5%	12,253	3,147
166 Music	605	24,000	7,823	1,478	9,301	14,699	61.2%	18,277	5,723
167 Kindergarten	606	5,100	942	0	942	4,158	81.5%	3,825	1,275
168 Pupil Tests	607	65,400	33,732	2,895	36,627	28,773	44.0%	57,681	7,719
169 Tech. Ed	609	8,000	115	648	763	7,237	90.5%	6,000	2,000
170 Home Ec Supplies	613	14,500	11,965	1,191	13,156	1,344	9.3%	10,875	3,625
171 Sp.Ed Supplies	615	56,000	18,345	3,478	21,823	34,177	61.0%	56,015	(15)
172 Athletic Supplies	616	52,950	21,585	9,406	30,992	21,958	41.5%	55,049	(2,099)
173 Math Supplies	617	10,350	1,432	527	1,959	8,391	81.1%	7,816	2,534
174 Health Supplies	618	1,950	0	0	0	1,950	100.0%	1,463	488
175 Other Supplies	619	3,000	853	0	853	2,147	71.6%	2,889	111
176 Health Serv Pathogen	622	7,000	239	0	239	6,761	96.6%	7,000	-
177 School Library Supplies	623	5,270	1,366	118	1,484	3,786	71.8%	3,953	1,318
178 Food, Drink, Snacks	628	32,500	19,701	80	19,781	12,720	39.1%	31,383	1,117
180		499,046	168,881	29,727	198,608	300,438	60.2%	426,279	72,767
Computer Supplies									
181 Computer Supplies	610 & 611	49,200	35,175	3,416	38,591	10,609	21.6%	45,518	3,682
182 Software	612	204,872	229,820	7,127	236,947	(32,075)	(15.7%)	201,815	3,057
183		254,072	264,994	10,543	275,538	(21,466)	(8.4%)	247,333	6,739
Electricity & Heating									
184 Electricity	631	971,513	704,844	12,789	717,634	253,879	26.1%	987,834	(16,321)
185 Propane/Natural Gas	632	325,362	126,914	0	126,914	198,448	61.0%	290,905	34,457
186 Heating Oil	633	170,146	79,518	0	79,518	90,628	53.3%	331,448	(161,302)
187		1,467,021	911,276	12,789	924,066	542,955	37.0%	1,610,187	(143,166)
Transportation Supplies									
188 Diesel for School Buses	634	138,070	155,131	0	155,131	(17,061)	(12.4%)	259,725	(121,655)
189 Gas for Maintenance	656	42,416	17,373	0	17,373	25,043	59.0%	42,416	-
190		180,486	172,504	0	172,504	7,982	4.4%	302,141	(121,655)
Textbooks & Library Books									
191 Textbooks	640	45,051	22,558	1,958	24,516	20,535	45.6%	36,948	8,103
192 Workbooks	641	12,460	19,384	183	19,567	(7,107)	(57.0%)	16,534	(4,074)
193 Textbook Rebind	642	500	0	0	0	500	100.0%	375	125
194 Library Books	645	22,900	2,667	8,929	11,596	11,304	49.4%	17,175	5,725
195 Periodicals	647	2,400	260	764	1,023	1,377	57.4%	1,800	600
196		83,311	44,869	11,833	56,702	26,609	31.9%	72,832	10,479

Groton Public Schools

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FY23 Budget Summary Review

Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 01/19/2023	Favorable/ (Unfavorable) to Budget
Facility/Maintenance Supplies									
197 Equipment Repair	650	23,158	8,238	33	8,270	14,888	64.3%	23,158	-
198 Grounds Supplies	651	19,334	22,537	0	22,537	(3,203)	(16.6%)	19,334	-
199 General Bldg Repair	652	64,450	38,098	224	38,322	26,128	40.5%	58,005	6,445
200 Painting	653	2,500	1,496	0	1,496	1,004	40.2%	2,500	-
201 Heat & Plumbing	654	33,716	30,220	15,813	46,034	(12,318)	(36.5%)	33,716	-
202 Electrical	655	29,948	18,463	355	18,818	11,130	37.2%	29,948	-
203 Safety Supplies	657 & 659	12,976	18,109	0	18,109	(5,133)	(39.6%)	18,746	(5,770)
204 Custodial Supplies	658	114,802	58,703	45	58,747	56,055	48.8%	114,802	-
205		300,884	195,864	16,469	212,333	88,551	29.4%	300,209	675
Other Supplies									
206 Sup Serv Guid Imp Ins	621	25,600	8,684	1,183	9,867	15,733	61.5%	23,700	1,900
207 Audio Visual	624 & 625	11,000	1,757	146	1,903	9,097	82.7%	10,625	375
208 General Admin Supplies	626	12,610	10,712	191	10,903	1,707	13.5%	12,475	135
209 School Admin Supplies	627	17,400	22,756	1,727	24,483	(7,083)	(40.7%)	22,942	(5,542)
210 Professional Materials	690	22,300	5,063	81	5,144	17,156	76.9%	19,497	2,803
212		88,910	48,971	3,328	52,299	36,611	41.2%	89,239	(329)
213 **Total Supplies**		**2,873,730**	**1,807,359**	**84,690**	**1,892,049**	**981,681**	**34.2%**	**3,048,219**	**(174,489)**
Equipment									
Instructional Equipment									
214 Replace Instr Equip	730	38,400	0	0	0	38,400	100.0%	14,050	24,350
215 Add Instr Equipment	735	60,000	50,719	1,558	52,277	7,723	12.9%	70,737	(10,737)
216		98,400	50,719	1,558	52,277	46,123	46.9%	84,787	13,613
Non-Instructional Equipment									
217 Replace Non-Instr Equipment	731	10,000	7,928	31,313	39,241	(29,241)	(292.4%)	5,254	4,746
218 Add Non-Instr Equipment	736	0	4,746	0	4,746	(4,746)		4,746	(4,746)
219		10,000	12,674	31,313	43,987	(33,987)	(339.9%)	10,000	0
220 **Total Equipment**		**108,400**	**63,393**	**32,871**	**96,264**	**12,136**	**11.2%**	**94,787**	**13,613**
Dues - Fees									
Dues/Fees									
221 Dues BoE	810	25,541	21,904	0	21,904	3,637	14.2%	25,541	-
222 General Admin Dues	811	16,160	22,024	119	22,143	(5,983)	(37.0%)	16,185	(25)
223 School Admin Dues	812	44,050	32,619	0	32,619	11,431	26.0%	34,367	9,684
224 Other Dues	819	6,845	3,775	0	3,775	3,070	44.9%	6,904	(59)
225 **Total Dues/Fees**		**92,596**	**80,322**	**119**	**80,441**	**12,155**	**13.1%**	**82,996**	**9,600**
226 **Grand Total**		**79,157,271**	**40,928,882**	**24,185,061**	**65,113,943**	**14,043,328**	**17.7%**	**79,102,465**	**54,806**

Groton Public Schools

FY23 Budget Summary Review

Summary at Program Level III

Function No.	Description	FY23 Budget 2022-2023	Expended 2022-2023	Encumbered 2022-2023	FY23 Total 2022-2023	Remaining Balance	%	01192023 FY23 Estimated 2022-2023	Favorable/ (Unfavorable)
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,582,263	5,262,651	6,203,414	11,466,065	2,116,198	15.6%	13,437,818	144,445
1102	FUNCTION-1102 ART	680,986	313,265	305,369	618,634	62,352	9.2%	678,994	1,992
1103	FUNCTION-1103 COMPUTER EDUCATION	0	0	0	0	0	0.0%	-	-
1104	FUNCTION-1104 LANGUAGE ARTS	2,394,305	1,143,953	1,107,326	2,251,280	143,025	6.0%	2,391,812	2,493
1105	FUNCTION-1105 WORLD LANGUAGES	1,438,860	675,499	699,645	1,375,144	63,716	4.4%	1,440,358	(1,498)
1106	FUNCTION-1106 CONSUMER SCIENCE	155,887	79,309	68,900	148,209	7,678	4.9%	152,112	3,775
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	676,451	350,300	291,228	641,528	34,923	5.2%	684,628	(8,177)
1108	FUNCTION-1108 MATHEMATICS	2,073,160	1,030,375	971,233	2,001,608	71,552	3.5%	2,071,165	1,995
1109	FUNCTION-1109 MUSIC	731,202	333,207	341,119	674,326	56,876	7.8%	727,460	3,742
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,026,099	458,963	440,989	899,953	126,146	12.3%	1,020,960	5,139
1111	FUNCTION-1111 SCIENCE	2,279,445	1,119,665	1,018,386	2,138,051	141,394	6.2%	2,252,490	26,955
1112	FUNCTION-1112 SOCIAL STUDIES	1,849,410	852,744	854,167	1,706,911	142,499	7.7%	1,848,647	763
1113	FUNCTION-1113 MYP	42,000	9,547	0	9,547	32,453	77.3%	31,910	10,090
1114	FUNCTION-1114 HEALTH EDUCATION	301,017	168,773	193,303	362,076	(61,059)	(20.3%)	300,740	277
1117	FUNCTION-1117 INTERN. BACCALAUREATE	56,500	35,418	419	35,838	20,662	36.6%	42,525	13,975
1118	FUNCTION-1118 IB - CAREERS-RELATED PROGRAM	13,500	0	0	0	13,500	100.0%	10,125	3,375
1119	FUNCTION-1119 UNCLASSIFIED	1,581,473	1,006,306	1,001	1,007,306	574,167	36.3%	1,590,432	(8,959)
1121	FUNCTION-1121 BUSINESS EDUCATION	329,624	162,110	153,304	315,415	14,209	4.3%	328,616	1,008
1124	FUNCTION-1124 HEALTH OCCUPATIONS	87,596	41,192	54,320	95,512	(7,916)	(9.0%)	86,758	838
1260	FUNCTION-1260 ENRICHMENT	39,639	32,673	0	32,673	6,966	17.6%	39,639	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	3,034,885	1,387,591	1,496,430	2,884,021	150,864	5.0%	3,034,888	(3)
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVICE	1,109,189	552,085	408,725	960,810	148,379	13.4%	1,102,174	7,015
Total Regular Instruction		33,483,491	15,067,821	14,609,278	29,677,099	3,806,392	11.4%	33,274,252	209,239
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,274,524	505,690	419,164	924,854	349,670	27.4%	1,274,529	(5)
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	20,290	-
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTION	696,165	848,687	103,429	952,116	(255,951)	(36.8%)	695,134	1,031
1230	FUNCTION-1230 SPECIAL EDUCATION	8,423,248	3,289,164	2,504,358	5,793,522	2,629,726	31.2%	8,393,173	30,075
1250	FUNCTION-1250 BLIND	27,046	880	0	880	26,166	96.7%	27,046	0
1280	FUNCTION-1280 HEARING IMPAIRED	108,685	61,114	58,721	119,835	(11,150)	(10.3%)	108,700	(15)
Total Special Instruction		10,549,958	4,705,535	3,085,671	7,791,207	2,758,751	26.1%	10,518,872	31,086
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	85,865	26,537	6,317	32,854	53,011	61.7%	84,613	1,252
1320	FUNCTION-1320 ADULT EDUCATION	210,105	207,000	0	207,000	3,105	1.5%	207,000	3,105
Total Continuing Education		295,970	233,537	6,317	239,854	56,116	19.0%	291,613	4,357
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	968,926	404,192	122,816	527,008	441,918	45.6%	978,482	(9,556)
TOTAL INSTRUCTION		45,298,345	20,411,085	17,824,082	38,235,168	7,063,177	15.6%	45,063,220	235,125
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	893,602	554,447	341,957	896,404	(2,802)	(0.3%)	893,043	559
2110	FUNCTION-2110 SOCIAL WORK SERVICES	370,503	202,353	199,683	402,036	(31,533)	(8.5%)	370,506	(3)
2120	FUNCTION-2120 GUIDANCE SERVICES	1,650,104	733,100	640,234	1,373,334	276,770	16.8%	1,642,285	7,819
2130	FUNCTION-2130 HEALTH SERVICES	1,250,073	614,896	490,683	1,105,579	144,494	11.6%	1,284,025	(33,952)
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,251,875	582,358	582,015	1,164,373	87,502	7.0%	1,251,882	(7)
2150	FUNCTION-2150 SPEECH & HEARING SERVICES	1,206,570	593,866	599,992	1,193,858	12,712	1.1%	1,206,574	(4)
Total Support Services - Pupils		6,622,727	3,281,020	2,854,564	6,135,584	487,143	7.4%	6,648,315	(25,588)
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - T&L	377,529	245,906	49,442	295,349	82,180	21.8%	377,529	(0)
2202	FUNCTION-2202 SUPPORTING SERVICES - DEI	15,000	6,669	2,400	9,069	5,931	39.5%	15,000	-
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCTION	278,542	154,634	4,200	158,834	119,708	43.0%	284,080	(5,538)
Total Support Services - Staff		671,071	407,209	56,042	463,252	207,819	31.0%	676,609	(5,538)
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERVICE	30,241	24,172	25	24,197	6,044	20.0%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SER	1,615,425	1,071,061	242,744	1,313,805	301,620	18.7%	1,614,605	820
2313	FUNCTION-2313 BUSINESS OFFICE	1,015,207	719,070	57,354	776,424	238,783	23.5%	1,014,978	229
2410	FUNCTION-2410 SCHOOL ADMINSTRATION	4,428,283	2,685,982	1,284,570	3,970,552	457,731	10.3%	4,433,202	(4,919)
Total General Support Services		7,089,156	4,500,285	1,584,694	6,084,978	1,004,178	14.2%	7,093,026	(3,870)
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENANCE	6,931,709	4,043,468	273,103	4,316,571	2,615,138	37.7%	7,074,703	(142,994)
2520	FUNCTION-2520 PUPIL TRANSPORTATION	6,021,328	2,642,140	41	2,642,181	3,379,147	56.1%	6,269,623	(248,295)
2540	FUNCTION-2540 COMPUTER SUPPORT SERVICES	1,528,954	1,216,817	221,721	1,438,537	90,417	5.9%	1,576,842	(47,888)
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	0	0	0	2,500	100.0%	2,500	-
9999	FUNCTION-9999 EXPENDITURE TRANSFER ACCT	0	1,169,808	0	1,169,808	(1,169,808)	0.0%	-	-
Total Operational Services		14,484,491	9,072,232	494,865	9,567,097	4,917,394	33.9%	14,923,668	(439,177)
TOTAL SUPPORT SERVICES		28,867,445	17,260,746	4,990,165	22,250,911	6,616,534	22.9%	29,341,617	(474,172)
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	4,894,931	3,257,051	1,370,813	4,627,864	267,067	5.5%	4,600,451	294,480
GRAND TOTAL		79,157,271	40,928,882	24,185,061	65,113,943	14,043,328	17.7%	79,101,838	55,433
									0.07%

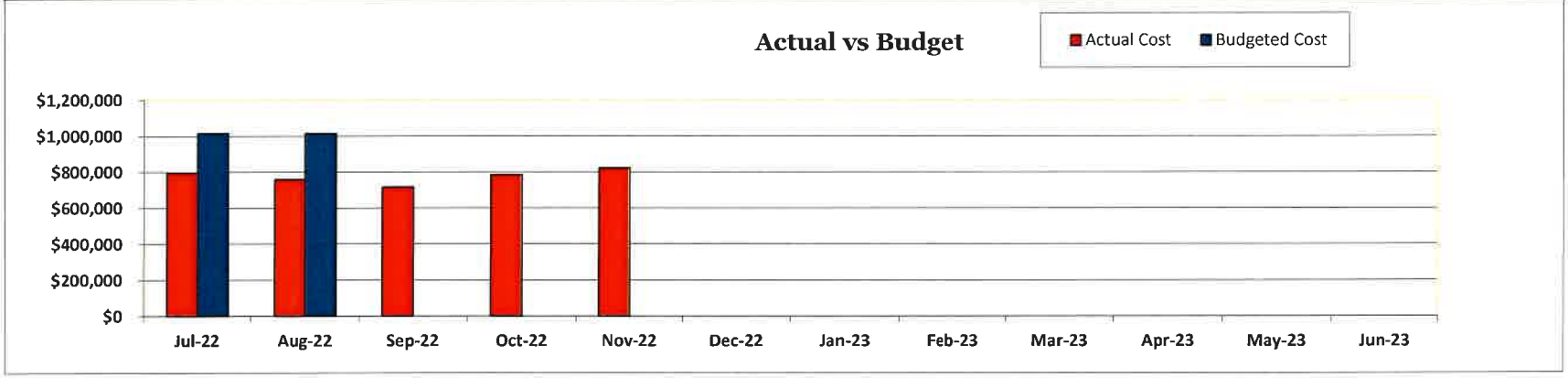
Cost vs Budget Dashboard - data through November 2022

BOE Groups Active & Retired

Self Insured - All Coverages
All Enrollees

		Claim/Admin. Cost									
Date	Lives	Net Medical Paid Claims	Rx Paid Claims	Dental Paid Claims	Total Net Paid Claims	Total Fixed Costs	Total Cost	Anthem Renewal Monthly	Variance - Total Cost vs BOE Anthem Renewal	Actual/Estimated BOE Anthem Renewal	Additional Laser Liability $522,595 Max
Jul-22	520	$515,691	$141,902	$34,113	$691,706	$104,766	$796,472	$1,014,798	($218,326)	78.5%	$0
Aug-22	517	$427,675	$186,699	$40,532	$654,906	$104,250	$759,156	$1,014,798	($255,642)	74.8%	$0
Sep-22	507	$387,069	$204,284	$23,500	$614,854	$102,531	$717,384	$1,014,798	($297,414)	70.7%	$0
Oct-22	507	$414,509	$240,565	$27,418	$682,493	$102,531	$785,023	$1,014,798	($229,775)	77.4%	$0
Nov-22	505	$460,910	$230,560	$28,895	$720,365	$102,187	$822,552	$1,014,798	($192,247)	81.1%	$0
Dec-22											
Jan-23											
Feb-23											
Mar-23											
Apr-23											
May-23											
Jun-23											
YTD	**2556**	**$2,205,854**	**$1,004,010**	**$154,459**	**$3,364,323**	**$516,265**	**$3,880,587**	**$5,073,992**	**($1,193,404)**	**76.5%**	**$0**

Budget vs. Actual Cost



Total fixed costs is taken from segmented Anthem Renewal dated 4/20/22 plus Network Access Fees of $184,015
**BOE monthly renewal based on non-weighted Anthem proposal dated 4/20/22 less expected claims for Retirees moving to Medicare Advantage plan effective 1/1/22*
Stop Loss Laser - Liver transplant; member lasered at $600,000 ($77,405 in claims included in expected claim cost)

Updated: 12/28/22

Attachment #3

GROTON BOARD OF EDUCATION
REGULAR MEETING MINUTES
DECEMBER 12, 2022 @ 6:00 P.M.
CENTRAL OFFICE, ROOM 11

MEMBERS PRESENT: Chairperson Kim Shepardson Watson, Andrea Ackerman, Vice Chairperson, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann (Remote), Beverly Washington (Remote), Jay Weitlauf (Remote)

MEMBERS ABSENT: Dean Antipas

ALSO PRESENT: Susan Austin, Philip Piazza, Clint Kennedy, Sam Kilpatrick, Ken Knight, Isaiah Anderson, Katie Subashi, Zoë Antipas

I. CALL TO ORDER – Superintendent Austin called the meeting to order at 6:00 p.m.

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Ted Keleher.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

NONE

III. COMMENTS FROM CITIZENS

NONE

IV. RESPONSE TO COMMENTS FROM CITIZENS

NONE

V. STUDENT REPRESENTATIVE REPORT

The student representatives reported:

Katie Subashi (Senior)
- Amphora had open mic night and it went well; they hope to have another
- Contests for Art students to be involved
- The Caroling group will perform at the Nautilus and the Shack.
- On December 23rd the Band, Orchestra, and Choir will be performing.

Isaiah Anderson (Senior)
- The 8th grade visited the high school and were given a tour of FHS.
- Tape fundraiser went very well.
- PJ Day, Holiday Color Day, Character Day

Zoë Antipas (Junior)
- The Groton Middle School concert will be held on December 14th and 15th at Fitch High School.
- Catherine Kolnaski concert will be held in mid-January.
- December 22 there will be caroling at the middle school and elementary.
- Pancake breakfast for the music program will be held on Saturday.

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent Report
- NEASC Visit Summation – Mr. Ted Keleher gave an overview of the NEASC visit. The visiting committee stated that they were very impressed with the students, administrators, teachers, and BOE. **(ATTACHMENT #1)**

B. Assistant Superintendent Report **(ATTACHMENT # 2)**
- Update re: Groton Teaching and Learning – Dr. Piazza gave an overview of the district Professional Development day on November 8, 2022.

C. Business Manager Report
- Object Code Summary FY22 **(ATTACHMENT #3)** Mr. Knight gave an overview of the Object Code Summary dated December 7, 2022 that shows an unexpended balance of $65,778.
- Health Insurance Report **(ATTACHMENT #4)** – Mr. Knight gave an overview of the Health Insurance Report for the month of October.

D. Director of Buildings and Grounds
- Update re: School Facilities – Mr. Kilpatrick noted:
  - That he and Dr. Kennedy met with NEASC visiting committee last week.
  - He is looking into a hydraulic lift to address the area in the library at FHS.
  - He and Mr. Knight submitted 2 grants to the State regarding HVAC at FHS & CB.
  - FHS/CB HVAC will be going to the next meeting of the Finance/Facilities Committee to address these issues.
  - He noted that his department began working on a list of projects to work on during the Christmas break.

VII. COMMITTEE REPORTS

A. Policy – Dr. Ackerman noted that the Policy Committee met and worked on the policies on the agenda for a second reading. At the next meeting of the Policy Committee, they will address graduation requirements.

B. Curriculum – Mrs. Porter stated that the Curriculum Committee met and Tim Driscoll and Chelsea Courtright came to speak on the EMT class and the committee has asked for more information. Anne Keefe-Forbotnick presented on the IB Pathways Core Program, Personnel and Professional Skills Reflective Projects Service and Language Development, and had an update on Magnet Curriculum work done at the elementary level by Emma Rotner. On the next agenda (December 19, 2022 at 6:00 p.m., remotely) will be EdRising and NROTC.

C. Finance/Facilities – Mr. Weitlauf noted that the Finance/Facilities Committee met on December 6, 2022 and discussed the budget history, review of the cost of School Safety/Security Plan, review of the HVAC grant, had an update on the GMS Field Lights, an update on the Solar Panels and an update on the Bus Contract. Mr. Weitlauf also noted that they finally got through the legal issues regarding the bus contract.

D. Communications – Mr. Shulman noted that the Communications Committee met tonight and had their first working session on the Communication Plan

E. Negotiations – Mrs. Shepardson Watson noted that the Paraprofessional contract will begin soon.

F. LEARN – Mrs. Volkmann noted that the LEARN Board met last Thursday, December 8, 2022. CABE Director Patrice McCarthy presented legislature regarding a possible Magnet reimbursement and noted that feminine hygiene products should be in bathrooms for boys and girls; a group went to Griswold to view an ESports Room. It was noted that FHS also viewed it.

VII. COMMITTEE REPORTS – cont.

G. TCC/RTM/BoE Liaison – Mrs. Shepardson Watson stated that the first meeting of the TCC/RTM/BoE Liaison Committee will be January 12, 2023.
H. AGSA/GEA/BoE Liaison – There was no report.
I. Groton Scholarship – Mrs. Porter noted that the Groton Scholarship Committee met last week and noted a fundraiser at Chipotle on March 4, 2023.
J. Athletic Fields – Mr. Weitlauf noted that the Field Task Force will be going to the Town Council with their plan including a proposal for Claude Chester School.
K. Trails – There was no report.
L. Library Committee – There was no report.
M. State Council on Education Opportunities for Military Children – There was no report.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Andrea, Horgan: To approve the Consent Agenda.
YES – Shepardson Watson, Ackerman, Horgan, Porter, Shulman, Volkmann, Washington
ABSTAINED - Weitlauf
ABSENT – Antipas
PASSED

B. Old Business

1 Discussion and possible action regarding a second reading of policy P 6141.52 Challenging Curriculum for Middle Years (Attachment #5)

MOTION: Porter, Horgan: To approve policy P 6141.52 Challenging Curriculum for Middle Years as a second reading.
PASSED - UNANIMOUSLY

2 Discussion and possible action regarding a second reading of policy P 3520.11 Electronic Information Security (Attachment #6)

MOTION: Volkmann, Shulman: To approve policy P 3520.11 Electronic Information Security as a second reading.
PASSED - UNANIMOUSLY

3 Discussion and possible action regarding a second reading of policy P 4113.12 Minimum Duty-Free Lunch Periods (Attachment #7)

MOTION: Washington, Porter: To approve policy P 4113.12 Minimum Duty-Free Lunch Periods as a second reading.
YES – Shepardson Watson, Ackerman, Horgan, Porter, Volkmann, Washington, Weitlauf
ABSTAINED - Shulman
ABSENT – Antipas
PASSED

VIII. ACTION ITEMS (cont'd)

4 Discussion and possible action regarding a second reading of policy P 3543.31 Electronic Communications Use and Retention (Attachment #8)

MOTION: Weitlauf, Porter: To approve policy P 3543.31 Electronic Communications Use and Retention as a second reading.
PASSED - UNANIMOUSLY

C. New Business

1. Discussion and possible action regarding the approval of the FY23 CIP proposals (Attachment #9)

MOTION: Shulman, Horgan: To approve the FY23 CIP proposals.

MOTION: Weitlauf, Ackerman: To amend the motion to add to the FY23 CIP proposals ADA compatible bleachers, Modernized Concession Stand, Modernized rest rooms, Field House, each as separate CIP proposals.
PASSED – UNANIMOUSLY

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

2. Discussion and possible action regarding recognition of January 18, 2023 as National Maintenance Day.

MOTION: Ackerman, Porter: To recognize January 18, 2023 as National Maintenance Day, and to direct the Superintendent of Schools to send a letter of appreciation to the maintenance staff.
PASSED - UNANIMOUSLY

3. Discussion and possible action regarding the ratification of the Association of Groton School Administrators (AGSA) contract for the period of July 1, 2023 to June 30, 2027 - It is anticipated that this item will be held in executive session (Attachment #10)

IX. INFORMATION AND PROPOSALS

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

- Mrs. Porter noted that she attended the Robotics Pancake breakfast.
- Mrs. Washington noted:
  - Her attendance at a CABE Webinar on School Advocate.
  - She noted the Legislative Breakfast on January 23, 2023.
  - There will be legislative on Military Compact.
  - She noted that the State is looking at Math mandates.
- Dr. Ackerman noted January 15, 2023 for the MLK Ecumenical Service.

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

Mrs. Washington on behalf of the Groton Community Meals thanked Ernie Koschmieder and Sam Kilpatrick for granting them the use every Wednesday of TR.

B. Suggested Agenda Items

ESport Program
Local Legislature with the Town Council
Magnet School Themes

Mr. Shulman noted his desire to visit the schools.

MOTION: Shepardson Watson, Horgan: To go into Executive Session at 8:35 p.m. for the purpose of discussing the ratification of the Association of Groton School Administrators (AGSA) contract for the period of July 1, 2023 to June 30, 2027 and to invite Superintendent Austin, Dr. Piazza, Laurie LePine, and Ken Knight.
PASSED UNANIMOUSLY

The Association of Groton School Administrators (AGSA) contract was discussed. No action was taken.

MOTION: Ackerman, Porter: To return to Open Session at 8:35 p.m.
PASSED – UNANIMOUSLY

MOTION: Shepardson Watson, Porter: To ratify the Association of Groton School Administrators (AGSA) contract for the period of July 1, 2023 to June 30, 2027.
PASSED – UNANIMOUSLY

XI. ADJOURNMENT

MOTION: Shepardson Watson, Porter:
To adjourn at 8:35 p.m.
PASSED – UNANIMOUSLY

Fitch High School
NEASC Visit

12/4/2022-12/7/2022

Attachment #1

The NEASC Process

1. **Collaborative Conference** (10/22/2020-10/23/2020)

   Report: Whole School Self Reflection and identification of Priority Areas for Improvement

   Visit: Review and verification of the Self Reflection Report and Priority Areas.

2. **Decennial Visit** (12/4/2022-12/7/2022)

   Report: Progress on identified Priority Areas

   Visit: Review of Progress and Next Steps

Priority Areas - Collaborative Conference Visit (2020)

- All courses will have a **complete curriculum** in a unified format and that curriculum will be accessible on the district dashboard. Further, this curriculum will integrate the four pillars of Vision of the Graduate.
- The school will implement a formal **SRBI process** which includes methods to identify, track, and evaluate student progress.
- The school will develop a common school wide focus based on the **district improvement plan and Vision of the Graduate**.

NEASC agreed with our identified Priority Areas in their report

Preliminary Thoughts from this Visit

- The committee reported that the visit was very positive! They enjoyed their time at the school, their visits with various school faculty, staff, parents, students, administration and the Board of Education.
- The Decennial Self Reflection Report stated that Fitch High School has made progress in all three areas, even with the challenges faced through COVID. Based on the initial feedback we were given, the committee's report should reflect agreement with our report and suggest next steps.
    - Curriculum - Continue the work to have all course completed in a unified format.
    - SRBI - Continue and expand the current SRBI format and supports.
    - District Improvement Plan and Vision of the Graduate - Expand understanding of the VoG and continue the work in developing school and district wide improvement plans.

Other Improvements

These areas were mentioned by members of the committee

- ADA compliance for bleachers - both in gymnasium and football field.
- Figure out the 'pit' in the library
- Improvements in instructional areas in the vintage wing - specifically in the culinary arts rooms.
- Increase time for collaboration with teacher and continue to improve academic supports for students.

Final Thoughts

The school has identified areas for improvements. Based on the feedback given by the Committee Chair, the NEASC visit has confirmed the work by the Board, District and School should continue.

The final report will be shared with the BOE as soon as it is available.

Thank you!

Our Parents and Students who participated in the process

The Business Office - Ken Knight and Jen DeBell - for assisting with the hotel and meal prep

The Board of Education and Superintendent Austin and Assistant Superintendent Piazza for your support and participation

Ernie, Suzie and the entire cafeteria crew for keeping the committee well fed!

Chesley Courtright, Amy Frayne and Melissa Manzione for writing the Report

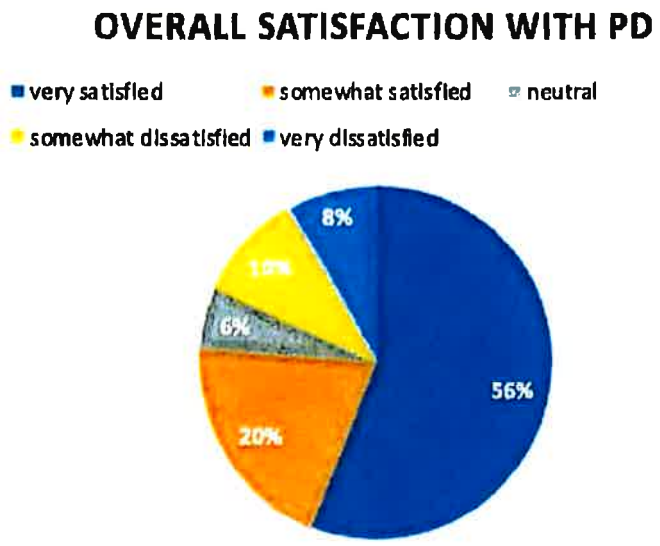
The entire **FHS Faculty, Staff and Administration** for their work in preparation for the visit

DISTRICT PROFESSIONAL DEVELOPMENT DAY: Nov 8, 2022

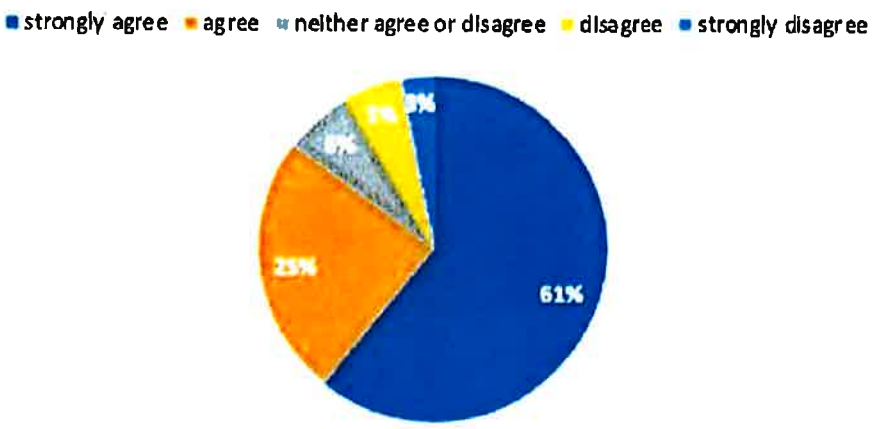
Morning Session

Workshops Offered Included:

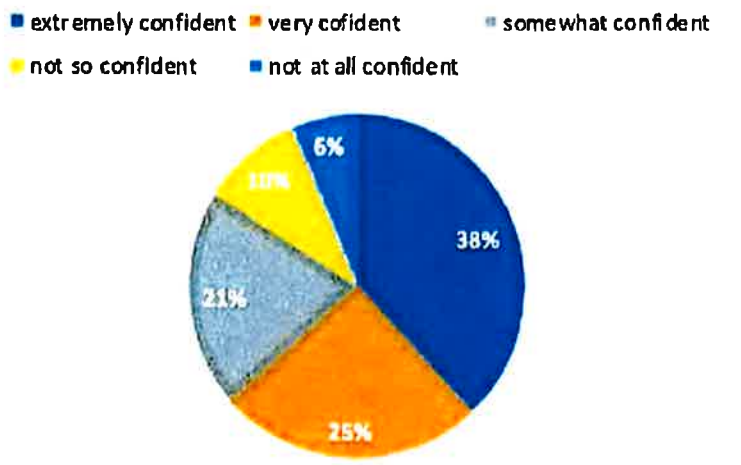
- 3 Steps Forward 2 Steps Back (Artwork on Social Justice)
- Fitch High School Teacher to Teacher PD (Google Drive, Google Slides, Schoology, Promethean Board Training, AP NMSI Training, AP/IB Collaboration, CASEL 5 and Falcon's RISE, Gameplay)
- Understanding Trauma/Chronic Stress
- Teachers Need Some SEL Too
- Multilingual Learners Training
- Dreambox Training
- Lexia
- TeachTown
- New Specific Learning Disability (SLD) and Dyslexia Criteria
- Naviance Training
- PMT training
- And more...



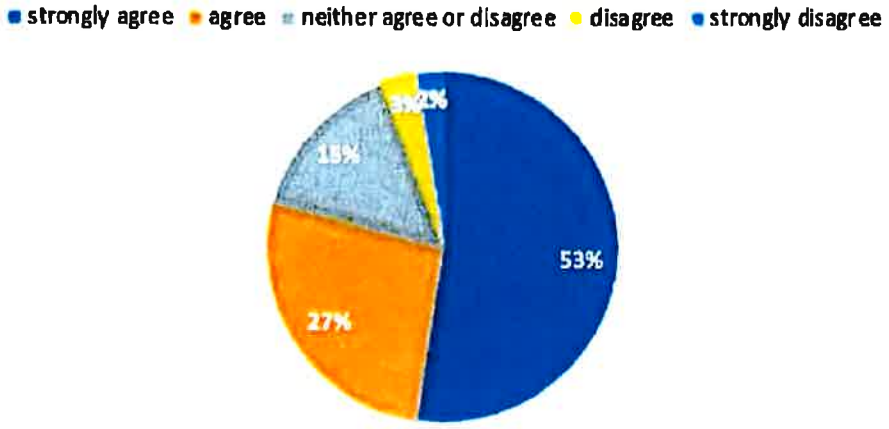
THE CONTENT WAS RELEVANT TO MY PROFESSIONAL RESPONSIBILITIES



HOW CONFIDENT ARE YOU ABOUT YOUR ABILITY TO USE THE NEW KNOWLEDGE AND SKILLS IN YOUR CLASSROOM



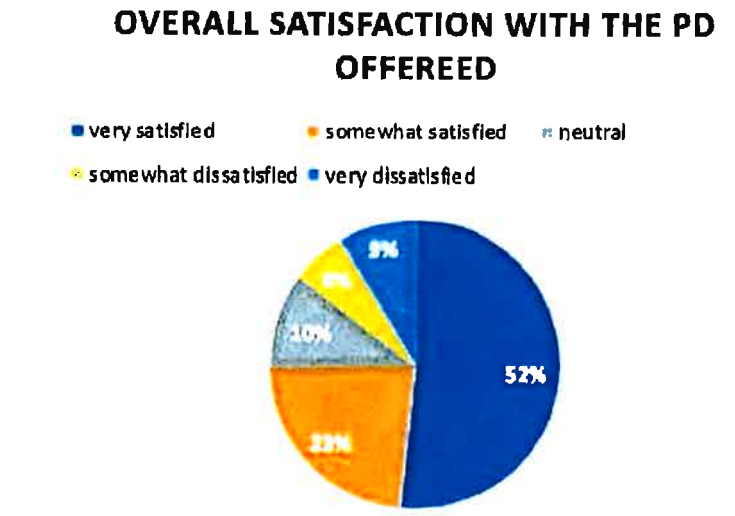
THE PRESENTER WAS KNOWLEDGEABLE, HELPFUL AND WELL-PREPARED

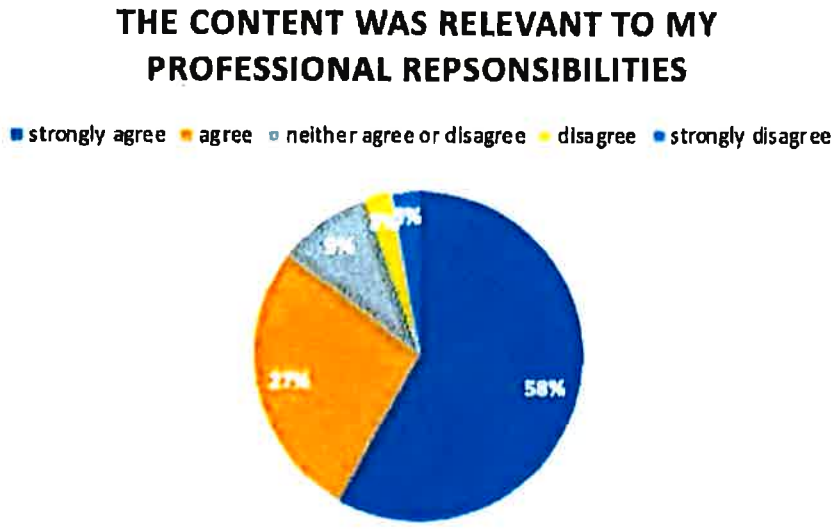


Afternoon Session

Workshops Offered Included:

- Department Specific PD
- Understanding Trauma
- Teachers Need Some SEL Too
- Multilingual Learners
- Lexia
- Teachtown
- New Specific Learning Disability (SLD) and Dyslexia Criteria
- Classroom EdTech Deep Dive
- And More...

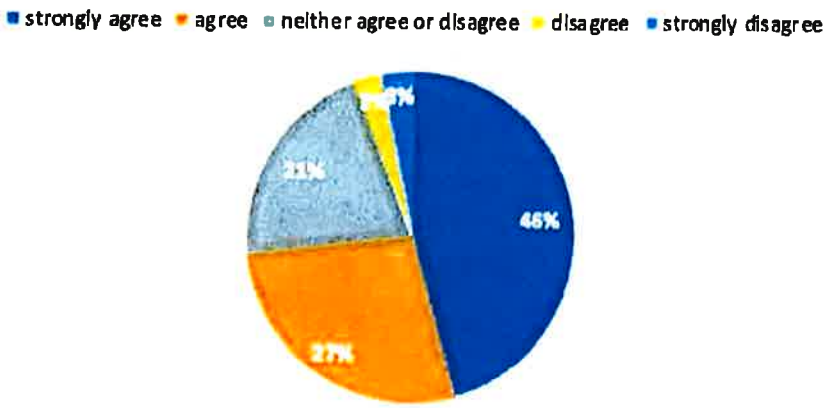




HOW CONFIDENT ARE YOU IN YOUR ABILITY TO USE THE NEW KNOWLEDGE AND SKILLS IN YOUR CLASSROOM



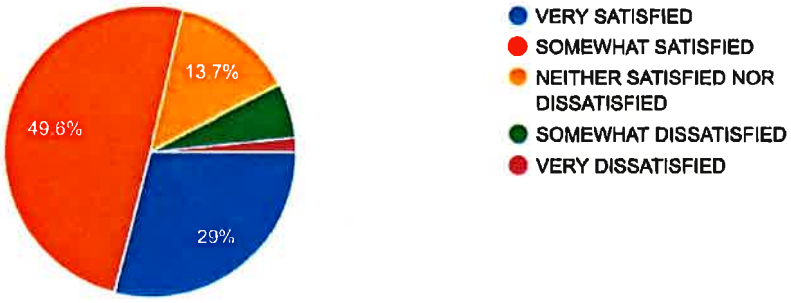
THE PRESENTER WAS KNOWLEDGEABLE, HELPFUL AND WELL-PREPARED



Paraprofessional Professional Development Survey Results

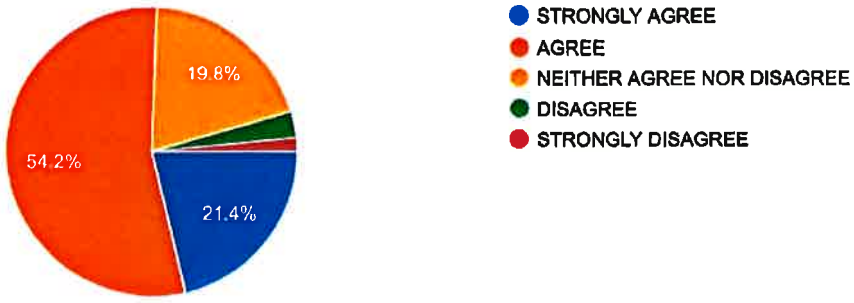
Please rate your overall satisfaction with the professional development offered within your building.

131 responses



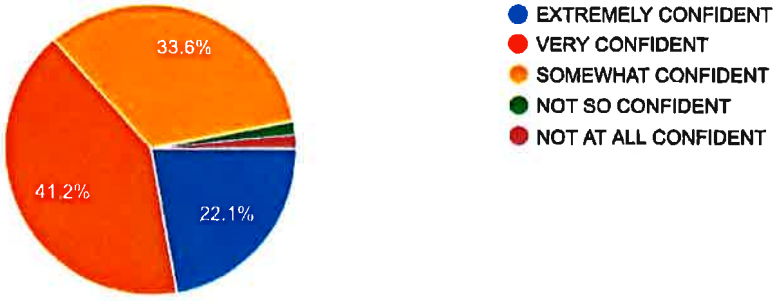
The content was relevant to my professional responsibilities.

131 responses



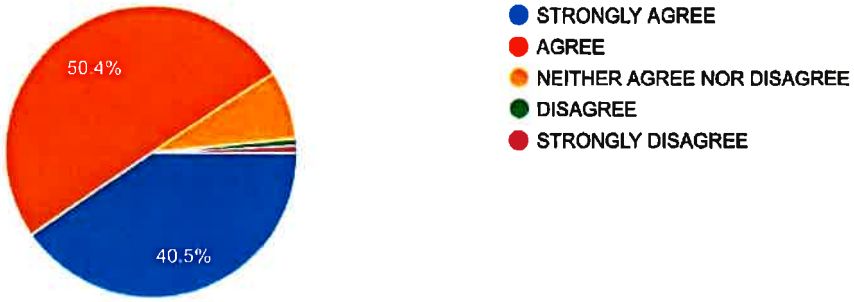
How confident are you about your ability to use the new knowledge and skills in your classroom?

131 responses



The presenter/professional developer was knowledgeable, helpful, and well-prepared.

131 responses



Groton Public Schools

Date prep: 12/7/22 3:12 PM

FY23 Budget Summary Review

	Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 12/07/2022	Favorable/ (Unfavorable) to Budget
	Salaries									
1	Administrators	105-109	5,052,518	2,338,862	2,632,176	4,971,038	81,480	1.6%	5,052,518	0
2	Teachers	101-104,123-127,151-152	35,367,250	10,955,161	23,904,310	34,859,471	507,779	1.4%	35,267,115	100,135
3	Non-Cert Aides	110-111,130-131,136,139	4,284,903	1,194,757	26,363	1,221,120	3,063,783	71.5%	4,266,004	18,899
4	Substitute - Cert & Non-Cert	120-121	1,007,080	436,143	0	436,143	570,937	56.7%	1,007,080	0
5	Clerical	112-114,132-134,144	1,971,277	912,032	0	912,032	1,059,245	53.7%	1,971,277	0
6	Custodial/Maintenance/Techs	117-118,129,137-138,147-148	3,610,973	1,560,882	174,745	1,735,627	1,875,346	51.9%	3,610,973	0
7	Campus Security/Supervision	128	152,540	145,327	0	145,327	7,213	4.7%	152,540	0
8	**Total Salaries**	**100**	**51,446,541**	**17,543,163**	**26,737,594**	**44,280,757**	**7,165,784**	**13.9%**	**51,327,507**	**119,034**
	Benefits									
9	Health Insurance	201-202	7,281,438	4,090,976	0	4,090,976	3,190,462	43.8%	7,281,438	0
10	Workers Comp & Town Pension	211,213	962,425	962,423	0	962,423	2	0.0%	962,423	2
11	Social Security & Medicare	212,214	1,511,750	632,859	0	632,859	878,891	58.1%	1,510,839	911
12	Other Benefits	222-227	283,493	274,134	0	274,134	9,359	3.3%	329,077	(45,584)
13	**Total Benefits**	**200**	**10,039,106**	**5,960,392**	**0**	**5,960,392**	**4,078,714**	**40.6%**	**10,083,777**	**(44,671)**
	Purchased Services									
14	Instructional Services	321-324	184,475	113,359	2,125	115,484	68,991	37.4%	177,342	7,134
15	Professional Services	331	251,614	249,797	31,529	281,326	(29,712)	(11.8%)	253,076	(1,462)
16	Other Prof Services	332	571,885	130,320	146,823	277,143	294,742	51.5%	571,885	0
17	OT & PT Services	333	678,058	30,039	696,700	726,739	(48,681)	(7.2%)	678,058	0
18	Legal	334	71,054	25,947	0	25,947	45,107	63.5%	71,054	0
19	Athletic Officials & Other Athletic Serv	341-342	77,290	24,463	0	24,463	52,827	68.3%	77,290	0
20	Computer Network Services	343	164,483	163,890	5,113	169,003	(4,520)	(2.7%)	164,483	0
21	**Total Purchased Services**	**300**	**1,998,859**	**737,815**	**882,290**	**1,620,105**	**378,754**	**18.9%**	**1,993,188**	**5,672**
	Property Services									
22	Water & Sewer	410-411	100,799	61,792	115	61,907	38,892	38.6%	100,799	0
23	Trash & Snow Removal	421-422	137,466	41,496	45,637	87,133	50,333	36.6%	137,466	0
24	Repair/Maintenance	430-435,490-491,499	481,216	239,487	76,364	315,851	165,365	34.4%	472,784	8,432
25	Rental	441	123,899	57,511	73,660	131,171	(7,272)	(5.9%)	123,899	0
26	**Total Property Services**	**400**	**843,380**	**400,285**	**195,776**	**596,061**	**247,319**	**29.3%**	**834,948**	**8,432**
	Transportation, Insurance, Communications, Tuition									
27	Transportation: Schools	510-513	5,360,342	1,658,294	0	1,658,294	3,702,048	69.1%	5,486,984	(126,642)
28	Transportation: Student Activities	587-596	175,419	36,586	11,230	47,816	127,603	72.7%	167,683	7,736
29	Transportation: Staff	580-584	141,686	18,707	0	18,707	122,979	86.8%	124,906	16,780
30	Insurance	522,525	417,628	403,354	0	403,354	14,274	3.4%	416,866	762
31	Communications	530-552	142,592	125,536	3,374	128,909	13,683	9.6%	137,180	5,413
32	Tuition: Special Education	561-563,568	4,319,633	910,972	1,047,018	1,957,990	2,361,643	54.7%	4,153,688	165,945
33	Tuition: Other	564-567	1,197,359	893,484	169,851	1,063,335	134,024	11.2%	1,157,918	39,441
34	**Total Trans, Ins, Comm, Tuition**	**500**	**11,754,659**	**4,046,933**	**1,231,472**	**5,278,405**	**6,476,254**	**55.1%**	**11,645,225**	**109,434**
	Supplies									
35	Instructional Supplies	601-609,613-619,622-623,628	499,046	137,295	23,418	160,713	338,333	67.8%	424,983	74,063
36	Computer Supplies	610-612	254,072	724,732	11,644	736,375	(482,303)	(189.8%)	246,619	7,453
37	Electricity & Heating	631-633	1,467,021	719,930	14,928	734,858	732,163	49.9%	1,593,866	(126,845)
38	Transportation Supplies	634,656	180,486	114,448	0	114,448	66,038	36.6%	302,141	(121,655)
39	Textbooks & Library Books	640-642,645,647	83,311	43,441	4,374	47,815	35,496	42.6%	72,695	10,616
40	Facility/Maintenance Supplies	650,652-655,657,659	300,884	204,366	14,470	218,837	82,047	27.3%	300,209	675
41	Other Supplies (staff dev, PPE, etc)	621,624-627,690	88,910	44,436	5,105	49,541	39,369	44.3%	88,806	104
42	**Total Supplies**	**600**	**2,873,730**	**1,988,650**	**73,938**	**2,062,588**	**811,142**	**28.2%**	**3,029,319**	**(155,589)**
	Equipment									
43	Instructional Equipment	730,735	98,400	48,700	2,073	50,773	47,627	48.4%	84,787	13,613
44	Non-Instructional Equip	731,736	10,000	9,774	34,213	43,987	(33,987)	(339.9%)	10,000	0
45	**Total Equipment**	**700**	**108,400**	**58,474**	**36,286**	**94,760**	**13,640**	**12.6%**	**94,787**	**13,613**
46	**Total Dues & Fees**	**800**	**92,596**	**78,927**	**510**	**79,437**	**13,159**	**14.2%**	**82,742**	**9,854**
47	**GRAND TOTAL**		**79,157,271**	**30,814,640**	**29,157,866**	**59,972,506**	**19,184,765**	**24.2%**	**79,091,493**	**65,778**

Groton Public Schools

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FY23 Budget Summary Review

Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 12/07/2022	Favorable/ (Unfavorable) to Budget
Salaries									
Administrators									
48 Administrators	105	1,201,101	608,738	598,048	1,206,786	(5,685)	(0.5%)	1,201,101	-
49 Principals	106	1,150,292	531,448	617,789	1,149,237	1,055	0.1%	1,150,292	-
50 Asst. Principals/Sp.Ed. Supv	107	2,385,181	1,052,406	1,277,410	2,329,817	55,364	2.3%	2,385,181	-
51 6-12 Curriculum Coordinators	108	174,798	74,207	62,927	137,133	37,665	21.5%	174,798	-
52 Athletic Director	109	141,146	72,063	76,002	148,065	(6,919)	(4.9%)	141,146	-
53		5,052,518	2,338,862	2,632,176	4,971,038	81,480	1.6%	5,052,518	0
Teachers									
54 Classroom Teachers	101 & 151	25,154,553	7,419,588	17,295,039	24,714,627	439,926	1.7%	25,066,232	88,321
55 Sp.Ed Certified	102	7,830,521	2,699,792	5,363,064	8,062,856	(232,335)	(3.0%)	7,820,291	10,230
56 Media Specialist	103	690,181	243,564	478,697	722,261	(32,080)	(4.6%)	690,181	-
57 Guidance	104	1,175,535	385,557	767,509	1,153,066	22,469	1.9%	1,175,535	-
58 Adult Ed	124	42,230	9,764	0	9,764	32,466	76.9%	42,230	-
59 Coach Stipends	126	356,416	110,438	0	110,438	245,979	69.0%	355,081	1,336
60 Other Student Activities	127	117,814	37,940	0	37,940	79,874	67.8%	117,566	248
61		35,367,250	10,955,161	23,904,310	34,859,471	507,779	1.4%	35,267,115	100,135
Non-Cert Aides/Tutors									
62 Reg.Ed Aides - Kindergarten	110 & 130	456,375	107,342	0	107,342	349,033	76.5%	456,375	-
63 Sp.Ed Aides - Para I & Para II	111 & 131	2,906,920	407,254	0	407,254	2,499,666	86.0%	2,565,242	341,678
64 Tutors	125 & 152	432,500	489,073	0	489,073	(56,573)	(13.1%)	754,154	(321,654)
65 School Bus Aides	136	429,588	156,805	0	156,805	272,783	63.5%	429,588	-
66 Other Non-Certified Personnel	139 & 119	59,520	34,282	26,363	60,645	(1,125)	(1.9%)	60,645	(1,125)
67		4,284,903	1,194,757	26,363	1,221,120	3,063,783	71.5%	4,266,004	18,899
Substitute									
68 Substitute Sp.Ed Certified	121	85,588	0	0	0	85,588	100.0%	40,417	45,171
69 Substitute Reg.Ed Certified	120	921,492	436,143	0	436,143	485,349	52.7%	966,663	(45,171)
70		1,007,080	436,143	0	436,143	570,937	56.7%	1,007,080	0
Clerical									
71 Clerical	112'113'114'132'133'134'143'144	1,971,277	912,032	0	912,032	1,059,245	53.7%	1,971,277	0
Custodial/Maintenance/Techs									
72 Custodial	117 & 137	1,924,943	834,393	41,142	875,535	1,049,408	54.5%	1,924,943	-
73 Maintenance	118 & 138	857,425	372,598	47,977	420,574	436,851	50.9%	857,425	-
74 Custodial/Maintenance Overtime	147 & 148	108,500	26,210	0	26,210	82,290	75.8%	108,500	-
75 Technicians	129 & 149	720,105	327,682	85,626	413,308	306,797	42.6%	720,105	-
76		3,610,973	1,560,882	174,745	1,735,627	1,875,346	51.9%	3,610,973	0
Security									
77 Security/Supervision	128	152,540	145,327	0	145,327	7,213	4.7%	152,540	-
78 Total Salaries		**51,446,541**	**17,543,163**	**26,737,594**	**44,280,757**	**7,165,784**	**13.9%**	**51,327,507**	**119,034**
Benefits									
Health Insurance									
79 Group Ins. Prof	201	5,827,342	3,586,973	0	3,586,973	2,240,369	38.4%	5,827,342	-
80 Group Ins. Other	202	1,454,096	504,003	0	504,003	950,093	65.3%	1,454,096	-
81		7,281,438	4,090,976	0	4,090,976	3,190,462	43.8%	7,281,438	0
Workers Comp & Town Pension									
82 Worker's Compensation	211	405,825	405,823	0	405,823	2	0.0%	405,823	2
83 Town Pension	213	556,600	556,600	0	556,600	0	0.0%	556,600	-
84		962,425	962,423	0	962,423	2	0.0%	962,423	2
Social Security & Medicare									
85 Social Security	212	765,776	305,637	0	305,637	460,139	60.1%	765,914	(138)
86 Medicare	214	745,974	327,222	0	327,222	418,752	56.1%	744,925	1,049
87		1,511,750	632,859	0	632,859	878,891	58.1%	1,510,839	911
Other Employee Benefits									
88 Retirement Awards	222	135,993	192,788	0	192,788	(56,795)	(41.8%)	192,788	(56,795)
89 Unemployment	223	40,000	2,425	0	2,425	37,575	93.9%	28,789	11,211
90 Tuition Reimb Certified	224	106,000	78,921	0	78,921	27,079	25.5%	106,000	-
92 Mentor Stipend	227	1,500	0	0	0	1,500	100.0%	1,500	-
93		283,493	274,134	0	274,134	9,359	3.3%	329,077	(45,584)
94 Total Benefits		**10,039,106**	**5,960,392**	**0**	**5,960,392**	**4,078,714**	**40.6%**	**10,083,777**	**(44,671)**

Groton Public Schools

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FY23 Budget Summary Review

Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 12/07/2022	Favorable/ (Unfavorable) to Budget
Purchased Services									
Instructional Services									
95 Instructional Services	321 & 323	123,075	82,793	0	82,793	40,282	32.7%	119,567	3,509
96 Instruct Improvement Services	322 & 324	61,400	30,566	2,125	32,691	28,709	46.8%	57,775	3,625
97		184,475	113,359	2,125	115,484	68,991	37.4%	177,342	7,134
Professional Services									
98 Professional Services	331	251,614	249,797	31,529	281,326	(29,712)	(11.8%)	253,076	(1,462)
99 Other Professional Services	332	571,885	130,320	146,823	277,143	294,742	51.5%	571,885	-
100 OT & PT Services	333	678,058	30,039	696,700	726,739	(48,681)	(7.2%)	678,058	-
101 Legal Services	334	71,054	25,947	0	25,947	45,107	63.5%	71,054	-
102		1,572,611	436,103	875,052	1,311,155	261,456	16.6%	1,574,073	(1,462)
Athletic Officials & Other Athletic Services									
103 Athletic Officials	341	61,550	21,823	0	21,823	39,727	64.5%	61,550	-
104 Other Athletic Services	342	15,740	2,640	0	2,640	13,100	83.2%	15,740	-
105		77,290	24,463	0	24,463	52,827	68.3%	77,290	0
Computer Network Services									
106 Computer Network Services	343	164,483	163,890	5,113	169,003	(4,520)	(2.7%)	164,483	-
107 **Total Purchased Services**		**1,998,859**	**737,815**	**882,290**	**1,620,105**	**378,754**	**18.9%**	**1,993,188**	**5,672**
Property Services									
Water/Sewer									
108 Water	410	66,182	32,094	115	32,209	33,973	51.3%	66,182	-
109 Sewer	411	34,617	29,698	0	29,698	4,919	14.2%	34,617	-
110		100,799	61,792	115	61,907	38,892	38.6%	100,799	0
Trash & Snow Removal									
111 Trash Removal	421	87,466	41,496	45,637	87,133	333	0.4%	87,466	-
112 Snow Removal	422	50,000	0	0	0	50,000	100.0%	50,000	-
113		137,466	41,496	45,637	87,133	50,333	36.6%	137,466	0
Repair/Maintenance									
114 Equipment Repairs	430	118,095	49,840	441	50,281	67,814	57.4%	108,913	9,182
115 Grounds Repairs	431	189,614	127,522	42,286	169,808	19,806	10.4%	189,614	-
116 General Bldg Repairs	432	28,563	4,768	0	4,768	23,795	83.3%	28,563	-
117 Painting	433	5,095	2,821	0	2,821	2,274	44.6%	5,095	-
118 Heat & Plumbing	434	48,400	14,440	15,264	29,704	18,696	38.6%	48,400	-
119 Electrical	435	9,005	747	0	747	8,258	91.7%	9,005	-
120 Extermination Services	490	11,477	6,173	0	6,173	5,304	46.2%	11,477	-
121 Bldg Fire Protection	491	46,821	13,253	18,000	31,253	15,568	33.2%	46,821	-
123 Other Purch Services	499	24,146	19,922	373	20,295	3,851	15.9%	24,896	(750)
124		481,216	239,487	76,364	315,851	165,365	34.4%	472,784	8,432
Rental									
125 Rental	441	123,899	57,511	73,660	131,171	(7,272)	(5.9%)	123,899	-
126 **Total Property Services**		**843,380**	**400,285**	**195,776**	**596,061**	**247,319**	**29.3%**	**834,948**	**8,432**
Transportation, Insurance, Communications, Tuition									
Transportation: Schools									
127 Reg Ed Pupil Transportation	510 & 516	3,160,976	850,798	0	850,798	2,310,178	73.1%	3,287,618	(126,642)
128 Sp Ed - Trans - STA	511	1,243,367	407,048	0	407,048	836,319	67.3%	1,243,367	-
129 Sp Ed - Trans - Curtin	512	943,749	400,447	0	400,447	543,302	57.6%	943,749	-
130 Pupil Transp Reimbursement	513	12,250	0	0	0	12,250	100.0%	12,250	-
131		5,360,342	1,658,294	0	1,658,294	3,702,048	69.1%	5,486,984	(126,642)
Transportation: Other									
132 Transportation - Athletics	587	107,800	16,949	6,405	23,354	84,446	78.3%	107,800	-
133 Transportation - Field Trips	588	50,149	14,987	3,947	18,934	31,215	62.2%	42,198	7,951
134 Entry Fees - Athletics	591 & 592	12,700	3,525	0	3,525	9,175	72.2%	12,605	95
135 Admission Fees	595	4,770	1,125	878	2,003	2,767	58.0%	5,080	(310)
137		175,419	36,586	11,230	47,816	127,603	72.7%	167,683	7,736
Transportation: Staff									
138 Travel - Education	580 & 581	7,500	1,337	0	1,337	6,163	82.2%	7,518	(18)
139 Travel - Admin	582 & 583	29,500	11,502	0	11,502	17,998	61.0%	27,077	2,423
140 Travel - Conferences	584	104,686	5,868	0	5,868	98,818	94.4%	90,311	14,375
141		141,686	18,707	0	18,707	122,979	86.8%	124,906	16,780
Liability & Accident Insurance									
142 Liability Insurance	522	402,456	388,944	0	388,944	13,512	3.4%	402,456	-
143 Accident Insurance	525	15,172	14,410	0	14,410	762	5.0%	14,410	762
144		417,628	403,354	0	403,354	14,274	3.4%	416,866	762

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Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 12/07/2022	Favorable/ (Unfavorable) to Budget
Communications									
145 Telephone, Telephone Repairs	530	91,400	113,513	0	113,513	(22,113)	(24.2%)	91,400	-
146 Postage	531	31,150	3,654	0	3,654	27,496	88.3%	27,363	3,788
147 Advertisement	540	5,000	5,778	3,311	9,088	(4,088)	(81.8%)	5,000	-
148 Minority Recruitment	541	0	0	0	0	0		-	-
149 Printing Admin	550	11,542	2,592	63	2,655	8,887	77.0%	10,792	750
150 School Publications	551 & 552	3,500	0	0	0	3,500	100.0%	2,625	875
151		142,592	125,536	3,374	128,909	13,683	9.6%	137,180	5,413
Tuition: Special Education									
152 Sp.Ed Vocational	561	411,956	94,640	28,500	123,140	288,816	70.1%	420,987	(9,031)
153 Sp.Ed BoE Placements	562	2,557,392	501,469	955,536	1,457,005	1,100,387	43.0%	2,521,299	36,093
154 Sp.Ed State Placements	563	580,000	70,224	0	70,224	509,776	87.9%	477,210	102,790
155 Sp.Ed Magnet Choice	568	770,285	244,639	62,982	307,621	462,664	60.1%	734,192	36,093
156		4,319,633	910,972	1,047,018	1,957,990	2,361,643	54.7%	4,153,688	165,945
Tuition: Other									
157 Adult Ed	564	210,105	207,000	0	207,000	3,105	1.5%	207,000	3,105
158 Gen Ed Magnet Tuition	566	897,671	686,484	169,851	856,335	41,336	4.6%	861,335	36,336
159 Gen Ed Vo Ag Tuition	567	89,583	0	0	0	89,583	100.0%	89,583	-
160		1,197,359	893,484	169,851	1,063,335	134,024	11.2%	1,157,918	39,441
161 Total Transportation, Insurance, Communication, Tuition		**11,754,659**	**4,046,933**	**1,231,472**	**5,278,405**	**6,476,254**	**55.1%**	**11,645,225**	**109,434**
Supplies									
Instructional Supplies									
162 General Classroom	601	156,340	21,531	3,087	24,618	131,722	84.3%	117,240	39,100
163 Science	602	16,986	2,682	3,944	6,625	10,361	61.0%	13,005	3,981
164 Arts & Crafts	603	24,300	19,019	1,487	20,506	3,794	15.6%	21,209	3,091
165 Phys. Ed	604	15,400	792	1,219	2,010	13,390	86.9%	12,181	3,219
166 Music	605	24,000	6,913	1,009	7,922	16,078	67.0%	18,200	5,800
167 Kindergarten	606	5,100	942	0	942	4,158	81.5%	3,825	1,275
168 Pupil Tests	607	65,400	25,277	2,759	28,036	37,364	57.1%	57,300	8,100
169 Tech. Ed	609	8,000	96	0	96	7,904	98.8%	6,000	2,000
170 Home Ec Supplies	613	14,500	9,651	33	9,684	4,816	33.2%	10,875	3,625
171 Sp.Ed Supplies	615	56,000	14,656	4,443	19,099	36,901	65.9%	56,015	(15)
172 Athletic Supplies	616	52,950	16,670	4,520	21,190	31,760	60.0%	54,861	(1,911)
173 Math Supplies	617	10,350	988	68	1,056	9,294	89.8%	7,816	2,534
174 Health Supplies	618	1,950	0	0	0	1,950	100.0%	1,463	488
175 Other Supplies	619	3,000	569	0	569	2,431	81.0%	2,676	324
176 Health Serv Pathogen	622	7,000	239	0	239	6,761	96.6%	7,000	-
177 School Library Supplies	623	5,270	899	689	1,588	3,682	69.9%	3,953	1,318
178 Food, Drink, Snacks	628	32,500	16,372	162	16,533	15,967	49.1%	31,364	1,136
180		499,046	137,295	23,418	160,713	338,333	67.8%	424,983	74,063
Computer Supplies									
181 Computer Supplies	610 & 611	49,200	31,909	4,653	36,562	12,638	25.7%	45,493	3,708
182 Software	612	204,872	692,823	6,991	699,814	(494,942)	(241.6%)	201,127	3,745
183		254,072	724,732	11,644	736,375	(482,303)	(189.8%)	246,619	7,453
Electricity & Heating									
184 Electricity	631	971,513	605,532	14,928	620,460	351,053	36.1%	971,513	-
185 Propane/Natural Gas	632	325,362	59,634	0	59,634	265,728	81.7%	290,905	34,457
186 Heating Oil	633	170,146	54,764	0	54,764	115,382	67.8%	331,448	(161,302)
187		1,467,021	719,930	14,928	734,858	732,163	49.9%	1,593,866	(126,845)
Transportation Supplies									
188 Diesel for School Buses	634	138,070	100,331	0	100,331	37,739	27.3%	259,725	(121,655)
189 Gas for Maintenance	656	42,416	14,118	0	14,118	28,298	66.7%	42,416	-
190		180,486	114,448	0	114,448	66,038	36.6%	302,141	(121,655)
Textbooks & Library Books									
191 Textbooks	640	45,051	22,558	1,927	24,485	20,566	45.7%	36,948	8,103
192 Workbooks	641	12,460	19,384	0	19,384	(6,924)	(55.6%)	16,396	(3,936)
193 Textbook Rebind	642	500	0	0	0	500	100.0%	375	125
194 Library Books	645	22,900	1,295	1,683	2,978	19,922	87.0%	17,175	5,725
195 Periodicals	647	2,400	205	764	968	1,432	59.7%	1,800	600
196		83,311	43,441	4,374	47,815	35,496	42.6%	72,695	10,616

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	Account	Object #s	FY23 Budget 2022-2023	Expenditures	Encumbered	FY23 Actual Total	Remaining Balance	%	FY23 Estimate 12/07/2022	Favorable/ (Unfavorable) to Budget
	Facility/Maintenance Supplies									
197	Equipment Repair	650	23,158	9,483	0	9,483	13,675	59.0%	23,158	-
198	Grounds Supplies	651	19,334	21,799	0	21,799	(2,465)	(12.8%)	19,334	-
199	General Bldg Repair	652	64,450	36,681	80	36,762	27,688	43.0%	58,005	6,445
200	Painting	653	2,500	1,458	43	1,501	999	40.0%	2,500	-
201	Heat & Plumbing	654	33,716	22,699	12,429	35,128	(1,412)	(4.2%)	33,716	-
202	Electrical	655	29,948	16,094	458	16,552	13,396	44.7%	29,948	-
203	Safety Supplies	657 & 659	12,976	18,109	0	18,109	(5,133)	(39.6%)	18,746	(5,770)
204	Custodial Supplies	658	114,802	78,043	1,460	79,503	35,299	30.7%	114,802	-
205			300,884	204,366	14,470	218,837	82,047	27.3%	300,209	675
	Other Supplies									
206	Sup Serv Guid Imp Ins	621	25,600	8,423	712	9,135	16,465	64.3%	23,700	1,900
207	Audio Visual	624 & 625	11,000	731	949	1,680	9,320	84.7%	10,625	375
208	General Admin Supplies	626	12,610	10,117	236	10,353	2,257	17.9%	12,475	135
209	School Admin Supplies	627	17,400	21,566	2,043	23,608	(6,208)	(35.7%)	22,510	(5,110)
210	Professional Materials	690	22,300	3,599	1,165	4,764	17,536	78.6%	19,497	2,803
212			88,910	44,436	5,105	49,541	39,369	44.3%	88,806	104
213	**Total Supplies**		**2,873,730**	**1,988,650**	**73,938**	**2,062,588**	**811,142**	**28.2%**	**3,029,319**	**(155,589)**
	Equipment									
	Instructional Equipment									
214	Replace Instr Equip	730	38,400	0	0	0	38,400	100.0%	14,050	24,350
215	Add Instr Equipment	735	60,000	48,700	2,073	50,773	9,227	15.4%	70,737	(10,737)
216			98,400	48,700	2,073	50,773	47,627	48.4%	84,787	13,613
	Non-Instructional Equipment									
217	Replace Non-Instr Equipment	731	10,000	5,028	34,213	39,241	(29,241)	(292.4%)	5,254	4,746
218	Add Non-Instr Equipment	736	0	4,746	0	4,746	(4,746)		4,746	(4,746)
219			10,000	9,774	34,213	43,987	(33,987)	(339.9%)	10,000	0
220	**Total Equipment**		**108,400**	**58,474**	**36,286**	**94,760**	**13,640**	**12.6%**	**94,787**	**13,613**
	Dues - Fees									
	Dues/Fees									
221	Dues BoE	810	25,541	21,904	0	21,904	3,637	14.2%	25,541	-
222	General Admin Dues	811	16,160	21,438	360	21,798	(5,638)	(34.9%)	16,185	(25)
223	School Admin Dues	812	44,050	32,419	0	32,419	11,631	26.4%	34,367	9,684
224	Other Dues	819	6,845	3,166	150	3,316	3,529	51.6%	6,650	196
225	**Total Dues/Fees**		**92,596**	**78,927**	**510**	**79,437**	**13,159**	**14.2%**	**82,742**	**9,854**
226	**Grand Total**		**79,157,271**	**30,814,640**	**29,157,866**	**59,972,506**	**19,184,765**	**24.2%**	**79,091,493**	**65,778**

Groton Public Schools

FY23 Budget Summary Review

Summary at Program Level III

Function No.	Description	FY23 Budget 2022-2023	Expended 2022-2023	Encumbered 2022-2023	FY23 Total 2022-2023	Remaining Balance	%	12072022 FY23 Estimated 2022-2023	Favorable/ (Unfavorable)
Regular Instruction									
1101	FUNCTION-1101 ELEMENTARY	13,582,263	3,756,600	7,482,261	11,238,861	2,343,402	17.3%	13,437,015	145,248
1102	FUNCTION-1102 ART	680,986	245,195	366,365	611,560	69,426	10.2%	678,999	1,987
1103	FUNCTION-1103 COMPUTER EDUCATION	0	0	0	0	0	0.0%	-	-
1104	FUNCTION-1104 LANGUAGE ARTS	2,394,305	882,005	1,367,352	2,249,357	144,948	6.1%	2,391,812	2,493
1105	FUNCTION-1105 WORLD LANGUAGES	1,438,860	518,297	840,297	1,358,594	80,266	5.6%	1,440,208	(1,348)
1106	FUNCTION-1106 CONSUMER SCIENCE	155,887	61,962	81,284	143,245	12,642	8.1%	152,112	3,775
1107	FUNCTION-1107 TECHNOLOGY EDUCATION	676,451	277,873	389,299	667,172	9,279	1.4%	684,628	(8,177)
1108	FUNCTION-1108 MATHEMATICS	2,073,160	800,161	1,231,670	2,031,831	41,329	2.0%	2,071,165	1,995
1109	FUNCTION-1109 MUSIC	731,202	259,208	407,711	666,919	64,283	8.8%	726,751	4,451
1110	FUNCTION-1110 PHYSICAL EDUCATION	1,026,099	358,088	529,187	887,275	138,824	13.5%	1,020,960	5,139
1111	FUNCTION-1111 SCIENCE	2,279,445	877,114	1,252,221	2,129,335	150,110	6.6%	2,273,782	5,663
1112	FUNCTION-1112 SOCIAL STUDIES	1,849,410	655,061	1,092,485	1,747,546	101,864	5.5%	1,848,647	763
1113	FUNCTION-1113 MYP	42,000	9,547	0	9,547	32,453	77.3%	31,910	10,090
1114	FUNCTION-1114 HEALTH EDUCATION	301,017	127,717	231,834	359,551	(58,534)	(19.4%)	300,740	277
1117	FUNCTION-1117 INTERN. BACCALAUREATE	56,500	23,487	0	23,487	33,013	58.4%	42,525	13,975
1118	FUNCTION-1118 1B - CAREERS-RELATED PROGRAM	13,500	0	0	0	13,500	100.0%	10,125	3,375
1119	FUNCTION-1119 UNCLASSIFIED	1,581,473	894,831	1,289	896,121	685,352	43.3%	1,589,182	(7,709)
1121	FUNCTION-1121 BUSINESS EDUCATION	329,624	125,751	184,115	309,866	19,758	6.0%	328,616	1,008
1124	FUNCTION-1124 HEALTH OCCUPATIONS	87,596	30,144	65,184	95,328	(7,732)	(8.8%)	86,758	838
1260	FUNCTION-1260 ENRICHMENT	39,639	28,658	0	28,658	10,981	27.7%	39,639	(0)
1270	FUNCTION-1270 REMEDIAL INSTRUCTION	3,034,885	1,065,094	1,793,664	2,858,758	176,127	5.8%	3,034,888	(3)
2220	FUNCTION-2220 EDUCATIONAL MEDIA SERVICE	1,109,189	436,720	481,833	918,553	190,636	17.2%	1,101,686	7,503
Total Regular Instruction		33,483,491	11,485,705	17,798,051	29,283,756	4,199,735	12.5%	33,292,151	191,340
Special Instruction									
1205	FUNCTION-1205 PRESCHOOL 3-5	1,274,524	390,267	502,615	892,881	381,643	29.9%	1,274,529	(5)
1210	FUNCTION-1210 SPED Summer School	20,290	0	0	0	20,290	100.0%	20,290	-
1220	FUNCTION-1220 OTHER SPECIAL INSTRUCTION	696,165	610,165	124,115	734,280	(38,115)	(5.5%)	695,134	1,031
1230	FUNCTION-1230 SPECIAL EDUCATION	8,423,248	2,419,479	3,029,836	5,449,315	2,973,933	35.3%	8,400,344	22,904
1250	FUNCTION-1250 BLIND	27,046	880	0	880	26,166	96.7%	27,046	0
1280	FUNCTION-1280 HEARING IMPAIRED	108,685	48,857	70,454	119,312	(10,627)	(9.8%)	108,700	(15)
Total Special Instruction		10,549,958	3,469,649	3,727,019	7,196,668	3,353,290	31.8%	10,526,043	23,915
Continuing Education									
1310	FUNCTION-1310 HIGH SCHOOL COMPLETION	85,865	21,312	8,040	29,351	56,514	65.8%	84,613	1,252
1320	FUNCTION-1320 ADULT EDUCATION	210,105	207,000	0	207,000	3,105	1.5%	207,000	3,105
Total Continuing Education		295,970	228,312	8,040	236,351	59,619	20.1%	291,613	4,357
Other Instructional Programs									
15**	STUDENT ACTIVITIES 6-12	968,926	333,966	114,040	448,006	520,920	53.8%	970,689	(1,763)
TOTAL INSTRUCTION		45,298,345	15,517,631	21,647,150	37,164,781	8,133,564	18.0%	45,080,496	217,849
Support Services - Pupils									
2101	FUNCTION-2101 SUPPORT SERVICES - SPED CO	893,602	450,622	346,262	796,884	96,718	10.8%	893,043	559
2110	FUNCTION-2110 SOCIAL WORK SERVICES	370,503	161,837	239,357	401,194	(30,691)	(8.3%)	370,506	(3)
2120	FUNCTION-2120 GUIDANCE SERVICES	1,650,104	586,083	768,260	1,354,343	295,761	17.9%	1,641,478	8,626
2130	FUNCTION-2130 HEALTH SERVICES	1,250,073	146,633	843,523	990,156	259,917	20.8%	1,250,073	(0)
2140	FUNCTION-2140 PSYCHOLOGICAL SERVICES	1,251,875	463,948	672,994	1,136,942	114,933	9.2%	1,251,882	(7)
2150	FUNCTION-2150 SPEECH & HEARING SERVICES	1,206,570	467,129	760,097	1,227,226	(20,656)	(1.7%)	1,206,574	(4)
Total Support Services - Pupils		6,622,727	2,276,252	3,630,492	5,906,745	715,982	10.8%	6,613,557	9,170
Support Services - Staff									
2201	FUNCTION-2201 SUPPORTING SERVICES - T&L	377,529	223,194	62,927	286,120	91,409	24.2%	377,529	(0)
2202	FUNCTION-2202 SUPPORTING SERVICES - DEI	15,000	6,100	2,369	8,469	6,531	43.5%	15,000	-
2210	FUNCTION-2210 IMPROVEMENT OF INSTRUCTION	278,542	260,259	2,143	262,401	16,141	5.8%	278,589	(47)
Total Support Services - Staff		671,071	489,552	67,439	556,991	114,080	17.0%	671,118	(47)
General Support Services									
2311	FUNCTION-2311 BOARD OF EDUCATION SERVICE	30,241	21,904	2,212	24,116	6,125	20.3%	30,241	-
2312	FUNCTION-2312 SUPERINTENDENT OFFICE SER	1,615,425	941,491	297,517	1,239,007	376,418	23.3%	1,614,605	820
2313	FUNCTION-2313 BUSINESS OFFICE	1,015,207	638,183	72,982	711,165	304,042	29.9%	1,014,978	229
2410	FUNCTION-2410 SCHOOL ADMINSTRATION	4,428,283	2,173,160	1,634,625	3,807,785	620,498	14.0%	4,425,492	2,791
Total General Support Services		7,089,156	3,774,737	2,007,335	5,782,072	1,307,084	18.4%	7,085,316	3,840
Operational Services									
2510	FUNCTION-2510 OPERATIONS AND MAINTENANCE	6,931,709	3,391,026	346,499	3,737,525	3,194,184	46.1%	7,058,382	(126,673)
2520	FUNCTION-2520 PUPIL TRANSPORTATION	6,021,328	1,998,670	0	1,998,670	4,022,658	66.8%	6,269,623	(248,295)
2540	FUNCTION-2540 COMPUTER SUPPORT SERVICES	1,528,954	1,360,375	270,582	1,630,958	(102,004)	(6.7%)	1,530,332	(1,378)
2560	FUNCTION-2560 HEALTH SERVICES STAFF	2,500	0	0	0	2,500	100.0%	2,500	-
9999	FUNCTION-9999 EXPENDITURE TRANSFER ACCT	0	503,579	0	503,579	(503,579)	0.0%	-	-
Total Operational Services		14,484,491	7,253,651	617,082	7,870,732	6,613,759	45.7%	14,860,837	(376,346)
TOTAL SUPPORT SERVICES		28,867,445	13,794,193	6,322,347	20,116,540	8,750,905	30.3%	29,230,828	(363,383)
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	4,894,931	1,502,816	1,188,369	2,691,185	2,203,746	45.0%	4,683,619	211,312
GRAND TOTAL		79,157,271	30,814,640	29,157,866	59,972,506	19,184,765	24.2%	79,091,493	65,778
									0.08%

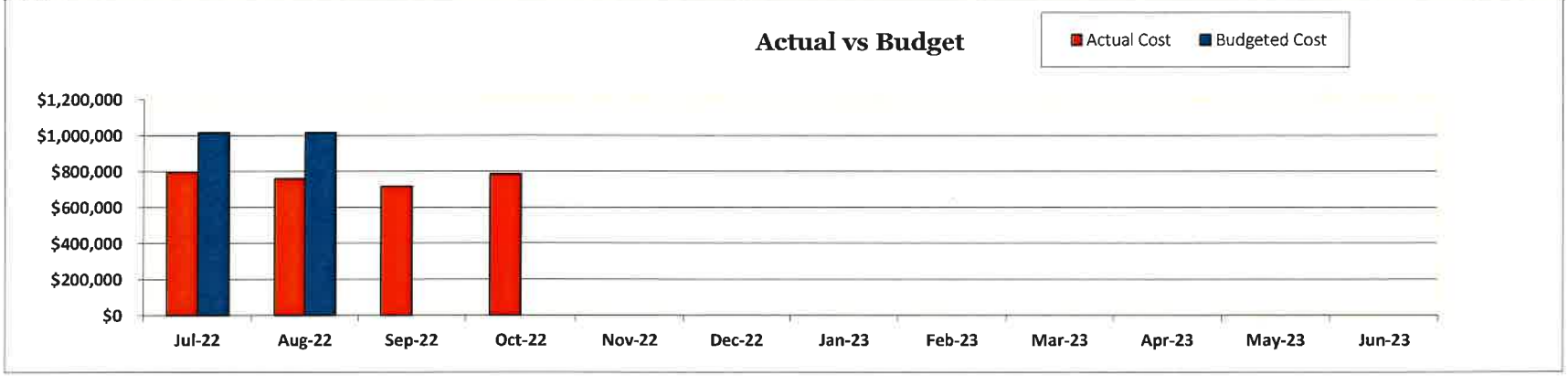
Cost vs Budget Dashboard - data through October 2022

BOE Groups Active & Retired

Self Insured - All Coverages
All Enrollees

Date	Lives	Net Medical Paid Claims	Rx Paid Claims	Dental Paid Claims	Total Net Paid Claims	Claim/Admin. Cost Total Fixed Costs	Total Cost	Anthem Renewal Monthly	Variance - Total Cost vs BOE Anthem Renewal	Actual/Estimated BOE Anthem Renewal	Additional Laser Liability $522,595 Max
Jul-22	520	$515,691	$141,902	$34,113	$691,706	$104,766	$796,472	$1,014,798	($218,326)	78.5%	$0
Aug-22	518	$427,675	$186,699	$40,532	$654,906	$104,422	$759,328	$1,014,798	($255,470)	74.8%	$0
Sep-22	507	$387,069	$203,883	$23,500	$614,452	$102,531	$716,983	$1,014,798	($297,816)	70.7%	$0
Oct-22	507	$414,509	$239,994	$27,418	$681,921	$102,531	$784,452	$1,014,798	($230,347)	77.3%	$0
Nov-22											
Dec-22											
Jan-23											
Feb-23											
Mar-23											
Apr-23											
May-23											
Jun-23											
YTD	**2052**	**$1,744,945**	**$772,477**	**$125,563**	**$2,642,985**	**$414,250**	**$3,057,235**	**$4,059,193**	**($1,001,959)**	**75.3%**	**$0**

Budget vs. Actual Cost



Total fixed costs is taken from segmented Anthem Renewal dated 4/20/22 plus Network Access Fees of $184,015
**BOE monthly renewal based on non-weighted Anthem proposal dated 4/20/22 less expected claims for Retirees moving to Medicare Advantage plan effective 1/1/22*
Stop Loss Laser - Liver transplant; member lasered at $600,000 ($77,405 in claims included in expected claim cost)

Attachment #4

Updated: 11/21/22

P 6141.52

Instruction

Challenging Curriculum Policy for Middle Years

The Board of Education (Board) believes academically advanced courses and/or programs are designed to motivate students to understand rigorous content. The Board recognizes its responsibility to identify these students in Middle Years (6-10), in compliance with Section 5 of P.A. 21-199, and to provide them with appropriate instructional adaptions and services. Any student who is capable of or is highly motivated and wishes to do advanced course work or take an accelerated course or program, as detailed in this policy should be permitted to do so in their Middle Years.

An advanced course or program as defined in this policy means an honors class such as Honors Algebra I in the 8th grade, and the International Baccalaureate Middle Years Programme (IBMYP) which all students in grades 6 through 10 participate in, as offered by the Board. Such courses or programs are specifically designed to extend, enrich, and/or accelerate the standard school program to meet the needs of District students.

The Board's goal is to create a culture of deliberate excellence through its commitment to all students in these Middle Years by providing the IBMYP as it prepares students for high level, rigorous curriculum and instruction in their future grades. The Board desires to nurture potential in all students and to challenge all students through differentiation and responsive instruction. The needs of all students including high potential learners will be equitability addressed across all populations.

In compliance with Section 5 of P.A. 21-199, the Board adopts this "challenging curriculum policy" aligned with State Department of Education (SDE) guidance. This policy includes regulations, as required criteria for the identification of students in their Middle Years who may be eligible, interested, and motivated to take or enroll in an advanced course or program. Consider appropriate programming for students identified as gifted, as per policy #6172.1, "Gifted and Talented Students."

Students taking high school credit courses in the middle school are required to meet all expectations for earning course credit applicable to meeting high school graduation requirements.

Criteria

For purposes of this policy these are students who are capable, highly motivated, or wish to participate in advanced courses and should be encouraged to enroll in these programs.

The Superintendent or his/her designee will develop procedures for an ongoing identification process that includes multiple measures to identify student strengths in intellectual ability, creativity or a specific academic area. The identification process shall include consideration of all students including those who are English language learners and those with Individualized Education Plans or 504 Plans.

Legal Reference: Connecticut General Statutes
P.A. 21-199 Section 5
10-221r Advanced placement course program. Guidelines.
District Guidance for Developing an Advanced Course Participation Policy

Policy Adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Instruction

Challenging Curriculum Regulations (Criteria for Identification of Eligible Middle Years Students)

Procedures/Criteria

The following District and School-level principles will encourage students who are capable, highly motivated, and/or wish to participate in advanced courses to enroll in these programs.

1. Provide a course sequence and foundation-building in earlier grades, ensuring high expectations for all students that makes later advanced coursework a viable option and accessible to all;
2. Create multiple access points to advanced courses and programs allowing students to access these programs throughout their middle school experience;
3. Use multiple methods by which a student may enroll, including but not limited to:

    a. Consider student strengths, interests, and motivation;
    b. Encouragement and support of students can come from, but not limited, to parents, teachers, administrators, school counselors, or other school personnel;
    c. Enrollment not exclusively based on a student's prior academic performance;
    d. Monitor student performance, including growth over time;

4. Offer a robust set of student supports, including tutoring and/or mentoring, access to technology, access to enrichment opportunities, as well as support from school counselors, that help all students succeed in advanced courses or programs.

5. Publish and disseminate materials that encourage all students to participate in advanced courses and programs and provide these materials in multiple languages.

6. Provide a foundation of rigor, relevance, and high expectations through IB Middle Years Program for all students in Middle Years, so students are prepared to take high level classes.

Identification Process

Middle school students willing to accept the challenge of a rigorous academic curriculum shall be admitted to an advanced course or program as defined in this policy. Students who have successfully completed the prerequisite course work or have otherwise demonstrated mastery of the prerequisite content knowledge.

District administrators and school counselors shall advise students and parents/guardians of the opportunity to participate in advanced courses or programs as defined in policy P 6141.52. When students' success plans are prepared and revised, the academic component shall include appropriate preparatory courses and advanced course and program participation. Teachers shall also encourage students to take challenging courses.

The Board seeks equitable course enrollment. Therefore, multiple measures must be used to identify students for advanced coursework so that no single measure excludes their participation.

The Superintendent or his/her designee is directed to develop and document appropriate curricular and instructional modifications and/or programs for such identified students, in their Middle Years, indicating content, process, products, and learning environments.

Challenging Curriculum Policy – cont.

Academic Plan

The plan, developed with the assistance of parents/guardians and with the advice and recommendations of school personnel, shall be reviewed annually. The plan is to include a list of courses and learning activities/programs in which the student will engage during the Middle Years.

The student's academic plan must be designed to enroll the identified student in one or more advanced courses or programs and allow the student to earn high school credit or result in career readiness.

The academic plan may be aligned with the following:

1. the courses or programs currently offered by the Board of Education;
2. the student's student success plan;
3. the high school graduation requirements established in state law; and
4. any other Board-adopted policies or standards relating to student enrollment eligibility for advanced courses or programs.

A student or his or her parent/guardian have the right to decline the implementation of the provisions of the academic plan.

Legal Reference: Connecticut General Statutes
P.A. 21-199 Section 5
10-221r Advanced placement course program. Guidelines.
District Guidance for Developing an Advanced Course Participation Policy

P 3520.11

Business and Non-Instructional Operations

Electronic Information Security

The objective of electronic information security is to ensure business continuity and minimize business damage by preventing, controlling and minimizing the impact of security breaches. The purpose of this policy is to protect the Groton Public Schools electronic information resources from threats, whether internal or external, deliberate or accidental. Electronic information resources are defined as all District computer equipment, including any desktop or laptop computers and all hardware owned or leased by the District; the District's computer network, and any computer software licensed to the District; and stored data. This policy shall apply to all users, whether or not affiliated with the District, of District electronic information resources as well as to all uses of those resources, wherever located.

Groton Public Schools will maintain access management processes to ensure that appropriate access will be afforded to electronic information resources.

Availability of the electronic information infrastructure is crucial to the continued effectiveness of the Groton Public Schools. The District will develop and implement procedures in accordance with prevailing industry standards and applicable federal and state law to manage environmental, developmental, and disaster recovery requirements.

The District will educate all users regarding acceptable use and proper security procedures for electronic information resources.

The District will manage electronic information resources in accordance with applicable federal and state law and regulations, including laws regarding the confidentiality of student and personnel information and access to public records.

The District will manage electronic information resources in accordance with the current District cyber insurance provider (reviewed yearly in accordance with insurance policy renewal).

Legal Reference: Connecticut General Statutes

1-19(b)(11) Access to public records. Exempt records.

7-109 Destruction of documents.

10-15b Access of parent or guardians to student's records.

10-209 Records not to be public.

11-8a Retention, destruction and transfer of documents

11-8b Transfer or disposal of public records. State Library Board to adopt regulations.

46b-56 (e) Access to Records of Minors.

Connecticut Public Records Administration Schedule V - Disposition of Education Records (Revised 1983).

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C.1232g.).

Dept. of Educ, 34 C.F.R. Part 99 (May 9, 1980 45 FR 30802) regs. implementing FERPA enacted as part of 438 of General Educ. Provisions Act (20 U.S.C. 1232g) parent and student privacy and other rights with respect to educational records, as amended 11/21/96.

42 U.S.C. 1320d-1320d-8, P.L. 104-191, Health Insurance Portability and Accountability Act of 1996 (HIPAA)

65 Fed. Reg. 503 12-50372

65 Fed. Reg. 92462-82829

63 Fed. Reg. 43242-43280

67 Fed. Reg. 53 182-53273

Policy Adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

P 4113.12

Personnel

Minimum Duty-Free Lunch Periods

The Board of Education (Board), in compliance with P.A. 22-80, shall provide a minimum 30-minute uninterrupted lunch period for teachers and other certified staff. For non-certified staff, the Board will provide the duty-free lunch period as defined by the Connecticut Department of Labor.

Legal Reference: Connecticut General Statutes

PA 22-80 An Act Concerning Childhood Mental and Physical Health Services in School.

Policy Adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

P 3543.31

Business and Non-Instructional Operations

Office Services/Records and Reports

Electronic Communications Use and Retention

This policy applies to the retention, storage, and destruction of electronic information and records within the District and does not supersede any state or federal laws, or any other District policies regarding confidentiality, information dissemination, or standards of conduct. Generally, electronic information should be used only for legitimate District business; however, brief and occasional e-mail messages may be sent and received pursuant to policy 4118.4 and policy 4118.5.

Electronic communications are a transmittal of a communication between two or more computers or electronic devices, whether or not the message is converted to hard copy format, whether or not the message is viewed upon receipt or stored for later retrieval, and whether or not the transmittal is through a local, district or global computer network.

Electronic communications, including records made with other software and sent in e-mail, which are sent or received by the Board of Education (Board) or District employees pertaining to the business of the schools may be subject to public disclosure and inspection as public records under the Connecticut Freedom of Information Act and discovery in litigation as evidence in support of a claim. The Superintendent or his/her designee shall be responsible for implementing administrative regulations concerning the placing of a "hold" on electronic and paper records that may reasonably be anticipated to be subject of discovery in the course of litigation.

Use of electronic mail should conform to the same standards of judgment, propriety and ethics as other forms of school business-related communications.

The District is obligated to respect and, where necessary, to protect confidential data. The Board recognizes technical and legal limitations may restrict the District's ability to protect confidentiality. Electronic communication is recognized as similar to a paper document for legal purposes. The Board understands it may be legally compelled to disclose electronic information including business or personal use of e-mail to community members in accordance with the Freedom of Information Act. Such information will be disclosed to governmental authorities or, in the context of litigation, to other third parties. E-mail may also contain information that should be retained in the official records of the District.

The same record retention policy that applies to paper records applies to electronically stored information, including e-mail communications. Therefore, like paper records, the content and function of an electronic record, including e-mail communications, determines the retention period for that document and will be retained in accordance with the Management and Retention Guide for State and Municipal Government Agencies (General Letter 98-1) administered by the Connecticut State Library, Public Records Administrator.

In addition to the Board's retention guidelines, all District employees have a duty to preserve all paper records and electronic information, including records and electronic information that might otherwise be deleted or destroyed, that relate to any matter that is currently in litigation or may be anticipated to involve litigation. The Superintendent or his/her designee shall develop administrative regulations to preserve such records and electronically stored information that could potentially be related to any matter currently in litigation or which may be anticipated to result in future litigation.

The responsible authority for the maintenance and security of records shall be the Superintendent of Schools or his/her designee. The Superintendent shall designate a Records Custodian who will be responsible for implementation of District policies and administrative regulations pertaining to the preservation of paper records and electronically stored information, including e-mails and to respond to requests to inspect electronic mail pursuant to the Freedom of Information Act.

When security of certain financial, student, and other confidential information must be maintained, employees shall take appropriate security measures such as the use of personal identification passwords and/or encryption codes. Employees shall safeguard the confidentiality of passwords and codes and shall take reasonable steps to ensure that computer terminals do not become available for unauthorized use.

Users are responsible for appropriate access to and use of electronic mail systems. Illegal or improper use of the electronic mail systems, including, but not limited to, pornography, obscenity, harassment, solicitation, gambling, and violating copyright or intellectual property rights are prohibited.

Use of the electronic mail systems for which the District will incur an expense without written permission of a supervisor is prohibited.

Violation of this policy shall constitute just cause for appropriate disciplinary action.

Legal Reference: Connecticut General Statutes

The Freedom of Information Act.

1-15 Application for copies of public records.

1-200 Definitions.

1-210 to 1-213 Access to public records.

1-211 Access to computer stored records.

1-214 Public contracts as part of public records.

1-225 to 1-240 Meetings of public agencies.

7-109 Destruction of documents.

10-15b Access of parent or guardians to student's records.

10-154a Professional communications between teacher or nurse & student.

10-209 Records not to be public.

10-221 Boards of education to prescribe rules.

11-8a Retention, destruction and transfer of documents.

11-8b Transfer or disposal of public records. State Library Board to adopt regulations.

31-48d Employers engaged in electronic monitoring required to give prior notice to employees.

46b-56 (e) Access to Records of Minors.

Connecticut Public Records Administration Schedule V Disposition of Education Records (Revised 1983).

General Letters 98-1, 96-2 and 2001-1 of the Public Records Administrator Record Retention Schedules Towns, Municipalities, and Boards of Education.

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93-568, codified at 20 U.S.C.1232g.).

Department of Education 34 C.F.R. Part 99 (May 9, 1980 45 FR 30802) regs. implementing FERPA enacted as part of 438 of General Education Provisions Act (20 U.S.C.

1232g) parent and student privacy and other rights with respect to educational records, as amended 11/21/96.

Rules 34 and 45 of the Federal Rules of Civil Procedure (2006 Amendments).

USA Patriot Act of 2001, PL 107-56, 115 Stat. 272, Sec 507, 18 U.S.C. §2332b(g)(5)(B) and 2331.

Policy Adopted:

GROTON PUBLIC SCHOOLS

Groton, Connecticut

Business and Non-Instructional Operations

Office Services/Records and Reports

Electronic Communications Use and Retention Regulation

Retention Guidelines

These regulations supplement and do not replace District policy and regulations pertaining to student records.

Content and function of electronic messages determine the message's retention period. The determination of record status shall be on the same basis as is used for paper records. The District will comply with all of the minimum standards set forth in the Municipal Records Retention Schedule, M8 of the Connecticut Records Administration. Electronic messages sent and received by public officials fall within three broad categories:

1. Transitory messages, including copies posted to several persons and casual and routine communications similar to telephone conversations.
2. Public Records with a less than Permanent Retention Period; and
3. Public Records with a Permanent or Permanent/Archival Retention Period.

Retention guidelines for each of these categories are as follows:

Transitory Messages-No Retention Requirement

Public officials and employees receiving such communications may delete them at will immediately without obtaining the approval of the Office of the Public Records Administration and State Archives or the District's Custodian of Records. Transitory messages are not essential to the fulfillment of statutory obligations or to the documentation of district functions.

Examples include, but are not limited to:

Messages that address routine administrative, curricular and co-curricular matters, announcements of meetings, schedules of events, etc.

Messages that take the place of informal discussion and which if they were printed would not be retained in school records.

Messages that transmit generic information and are not specific to a student's educational program.

Messages that address personal matters unrelated to the District.

Voice mail is transitory in nature and may be deleted at will. However, there are times when such messages may require a longer retention period, such as in the case where the message may be potentially used as evidence in a trial, such as a bomb threat, or in some other illegal activity. Voice mail may also be subject to the discovery process in litigation.

Less than Permanent Messages-Retention Requirement

Follow retention schedule for equivalent hard copy records as specified in the Municipal Records Retention Schedule, M8 of the Connecticut Records Administration, retention schedule. The record must be in hard copy or electronic format, which can be retrieved and interpreted for the legal retention period.

When there is a doubt about the retrievability of an electronic record over the life span of that record, the record should be printed out.

The District may delete or destroy the records only after making and retaining a hard copy or after receiving signed approval from the Office of the Public Records Administrator.

Examples include, but are not limited to:

Messages that address significant aspects of a specific student's educational program including, but not limited to, health, discipline, special education program, interaction with DCF, and communication with parents relating to specific aspects of the student's interaction with the District.

Messages that address and/or provide information used in making policy decisions, concerning curricular or co-curricular activities, personnel actions, or that relate to the business transactions of the District.

Messages that address activities of significant interest in the community relating to the District.

Permanent or Permanent /Archival-Retention Requirement

Records must be retained permanently.

Retention may be in the form of a hard-copy printout or stored on microfilm that meets microfilm standards issued in General Letter 96-2 of the Public Records Administrator. The information must be eye readable without further direction.

Examples include, but are not limited to:

Policy and Procedures manuals

Physician's standing orders

Nursing protocols

Public officials and District employees are advised that e-mail messages sent as part of their workdays are not "private" but are discoverable communications and may be subject to FOI. Since messages may be retained at different locations or levels of the system, users must remember that their communications can be retrieved during formal discovery processes.

Maintenance/Retention of Electronic Mail

Records created using an e-mail system and electronically stored information will be saved/archived by the District for their required retention period by one of the following methods approved by the District's Record's Custodian:

1. Print message or record and store in appropriate hard copy file.
2. Place in computer folders and save on hard drive.
3. Save to removable disk which is then stored in an appropriate location.
4. Transfer to an automated records management software application.
5. Manage at the server by an automated classification system.

A review shall take place periodically, but at least annually, for the purpose of reviewing electronically stored information. The District's Record Custodian and the District's Technology Administrator are responsible for this review.

No system wide process for automatic deletion of electronic information will be implemented without notice to any individual who may have such information and each such individual will verify that they have reviewed and archived information that must be retained. Following this review, all e-mails and/or electronically stored information that have not been archived according to District policies and procedures shall be designated for

deletion or archiving, and the affected District employees will be notified about the procedures to be followed to implement this process. The Records Custodian or his/her designee shall follow up with notified employees to ensure compliance.

In addition, the Records Custodian, in cooperation with the District Systems Administrator, shall ensure that any process for automatic deletion of electronic information from the system will not delete information stored in folders and/or system locations that have been designated as appropriate for archiving electronically stored information.

Holds on the Destruction of Paper Records and Electronic Information

Upon receipt of notice that the District is involved in litigation as a party to a lawsuit, the District is issued a subpoena by a party to a lawsuit in which it is not a party, or if the District receives information that would lead a reasonable person to anticipate the possibility of litigation, the Records Custodian shall immediately take steps to ensure that paper records and electronically stored information related to the litigation or potential litigation are preserved from deletion or destruction. Action to preserve records and electronically stored information shall include, but are not limited to, the postponing or canceling of any automatic deletion of electronically stored information until relevant information and documents can be identified and stored, notification to employees of a "litigation hold" to prevent the deletion and destruction of documents that might be related to the litigation or potential litigation, and the identification of documents and information that are subject to preservation. This "litigation hold" triggers the duty to preserve documents, such as transitory messages, that otherwise could be deleted under the District's record retention policy.

The Records Custodian shall issue a "litigation hold" memorandum that specifically describes the types of documents and information that must be preserved and describes how those materials are to be identified, maintained and stored. The memorandum shall specifically state that the duty of preservation is ongoing and that it is the responsibility of employees to continue to identify and preserve relevant documents until notified via a subsequent memorandum that the "litigation hold" is no longer in effect. All employees who are sent a "litigation hold" memorandum are to acknowledge receipt and understanding of the memorandum in writing, which may be in the form of an e-mail response. A copy of any "litigation hold" memorandum shall to be sent to the District Instructional Technology Department.

The Records Custodian shall be responsible for the collection and coordination of the retention of documents that are subject to the "litigation hold," including electronically stored information. He/she shall work with the District's Instructional Technology personnel to ensure compliance with the "litigation hold."

The Records Custodian shall determine the types of electronically stored information that exist and where that information is maintained, identify where both identified paper documents and electronically stored information will be stored, and implement procedures to ensure that District employees are complying with the "litigation hold." No system wide process for automatic deletion of electronic information will be implemented while a "litigation hold" is in effect without prior notice to the Records Custodian and verification by the Records Custodian that the deletion process will not destroy documents or information that is subject to a "litigation hold." The Records Custodian shall reissue the "litigation hold" memorandum, as deemed necessary, and will ensure that the "litigation hold" memorandum is provided to new employees who may have access to relevant information. The Records Custodian shall ensure that all steps taken by the District to identify and preserve relevant information are documented.

Legal Reference: Connecticut General Statutes

The Freedom of Information Act.

1-15 Application for copies of public records.

1-200 Definitions.

1 210 to 1-213 Access to public records.

1-211 Access to computer stored records.

1-214 Public contracts as part of public records.

1-225 to 1 240 Meetings of public agencies.

7-109 Destruction of documents.

10-15b Access of parent or guardians to student's records.

10-154a Professional communications between teacher or nurse & student.

10-209 Records not to be public.

10-221 Boards of education to prescribe rules.

11-8a Retention, destruction and transfer of documents.

11-8b Transfer or disposal of public records. State Library Board to adopt regulations.

31-48d Employers engaged in electronic monitoring required to give prior notice to employees.

46b-56 (e) Access to Records of Minors.

Connecticut Public Records Administration Schedule V Disposition of Education Records (Revised 1983).

General Letters 98-1, 96-2 and 2001-1 of the Public Records Administrator Record Retention Schedules Towns, Municipalities, and Boards of Education.

Federal Family Educational Rights and Privacy Act of 1974 (section 438 of the General Education Provisions Act, as amended, added by section 513 of P.L. 93 568, codified at 20 U.S.C.1232g).

Department of Education. 34 C.F.R. Part 99 (May 9, 1980 45 FR 30802) regs. implementing FERPA enacted as part of 438 of General Education Provisions Act (20 U.S.C. 1232g) parent and student privacy and other rights with respect to educational records, as amended 11/21/96.

Rules 34 and 45 of the Federal Rules of Civil Procedure (2006 Amendments).

USA Patriot Act of 2001, PL 107-56, 115 Stat. 272, Sec 507, 18 U.S.C. §2332b(g)(5)(B) and 2331.

Regulation approved:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

CAPITAL IMPROVEMENT PROGRAM
PROJECT DETAIL (ADDENDUM)

PROJECT	ACTIVITY/DEPARTMENT
SCHOOL NEEDS SUMMARY	5) EDUCATION

ADDITIONAL INFORMATION

Projects for various system upgrades and replacement at the schools are listed on the individual facility project sheets. However, there are longer term needs to maintain the educational and functional adequacy that are summarized below.

ELEMENTARY SCHOOLS

The projects shown on the individual project sheets are intended to maintain the adequacy of the facilities in their present configuration. However, to meet educational adequacy needs in the future, Charles Barnum Elementary School will also require an expanded media center, a full-service kitchen, a larger cafetorium, a gymnasium, larger and redesigned administration spaces, additional resource and remedial program spaces, appropriate instrumental and band program spaces, an art room, a space for the school based health center, and a larger space for the school nurse. .

CAPITAL IMPROVEMENT PROGRAM
PROJECT DETAIL

PROJECT	ACTIVITY/DEPARTMENT
A) FITCH HIGH SCHOOL ATHLETIC FACILITIES	5) EDUCATION

DESCRIPTION/PURPOSE/JUSTIFICATION

In addition to the regular use of the football field by the football team, the field is also used by the Groton Public Schools lacrosse and soccer teams, as well as physical education classes. Because the playing field no longer drains properly, it is in need of upgrading. It will be necessary to regrade and recrown the field and sod the entire surface.

The addition of an irrigation system while work is performed will greatly enhance the continued maintenance by providing timed watering while also improving on the efficiency/cost of water usage.

Requested for FYE 24 are funds ($250,000) to sod and recrown the field and funds ($30,000) for irrigation.

RECOMMENDED FINANCING (000)

	Source of Funds*	Estimated Funding by Year						Total Estimated Cost
		FYE2023	FYE2024	FYE2025	FYE2026	FYE2027	FYE2028	
A. Planning and Engineering								0
B. Land and Right of Way								0
C. Construction	C		250					250
D. Equipment								0
E. Other Costs								0
Total	C	0	250	0	0	0	0	250

*Funding (C) Capital Reserve Fund (G) General Obligation Bonds (O) Other

CAPITAL IMPROVEMENT PROGRAM
PROJECT DETAIL

PROJECT	ACTIVITY/DEPARTMENT
C) NORTHEAST ACADEMY AIR QUALITY	5) EDUCATION

DESCRIPTION/PURPOSE/JUSTIFICATION

There have been concerns about excessive humidity in the Northeast Academy. The district contracted with the engineering firm Fuss & O'Neill to determine the cause and possible remedy for this issue. The study concluded with recommendations for both short and long term solutions.

The long-term recommendation in the engineering report is the replacement of the air handling units.

The initial work for the short-term equipment upgrades was completed during the spring of 2020.

The Board recommends postponing the replacement of the air handling units until FYE 25 and beyond. During the spring of 2020 the maintenance staff implemented an active dehumidification program that mitigated the humidity problem. The HVAC technician will continue to monitor the air quality of the building.

Programmed for FYE 25-28 are funds ($250,000/year estimated) for replacement of the air handling units.

RECOMMENDED FINANCING (000)

	Source of Funds*	Estimated Funding by Year						Total Estimated Cost
		FYE2023	FYE2024	FYE2025	FYE2026	FYE2027	FYE2028	
A. Planning and Engineering								0
B. Land and Right of Way								0
C. Construction								0
D. Equipment	C			250	250	250	250	1000
E. Other Costs								0
Total	C	0	0	250	250	250	250	1000

*Funding (C) Capital Reserve Fund (G) General Obligation Bonds (O) Other

CAPITAL IMPROVEMENT PROGRAM
PROJECT DETAIL

PROJECT	ACTIVITY/DEPARTMENT
E) FITCH HIGH SCHOOL CULINARY ARTS	5) EDUCATION

DESCRIPTION/PURPOSE/JUSTIFICATION

With the Groton Public Schools' focus on college and career readiness, we are expanding our Careers Pathway program to ensure our students are workforce ready. A very popular career pathway for our students is the Culinary Arts Program. The program fills to capacity and many students are turned away. There is a need for a more robust culinary arts program that can service more of our students and ready them for entry level jobs in the restaurant industry. This would require upgrading of the current cooking/cleaning stations to more commercial grade equipment.

Requested for FYE 24 are funds estimated at ($600,000) for the construction and equipment to complete the project.

RECOMMENDED FINANCING (000)

	Source of Funds*	Estimated Funding by Year						Total Estimated Cost
		FYE2023	FYE2024	FYE2025	FYE2026	FYE2027	FYE2028	
A. Planning and Engineering	C							0
B. Land and Right of Way								0
C. Construction			400					400
D. Equipment			200					200
E. Other Costs								0
Total	C	0	600	0	0	0	0	600

*Funding (C) Capital Reserve Fund (G) General Obligation Bonds (O) Other

CAPITAL IMPROVEMENT PROGRAM
PROJECT DETAIL

PROJECT District Safety & Security PROJECT NAME	ACTIVITY/DEPARTMENT Education SECTION NUMBER AND TITLE

DESCRIPTION/PURPOSE/JUSTIFICATION

As concerns continue with schoolplace incidents, providing a means for first responders to see in real time is highly recommended. Mutuallink would give access to school cameras on an as needed basis to assist in the timely mitigation of a critical event . The system would connect both communications and cameras to school administrators and local police authority.
Requested for FYE24 is $150,000.

RECOMMENDED FINANCING (000)

	Source of Funds	Estimated Funding by Year						Total Estimated Cost
		FYE2024	FYE2025	FYE2026	FYE2027	FYE2028	FYE2029	
A. Planning and Engineering								
B. Land and Right of Way								
C. Construction								
D. Equipment		150						150
E. Other Costs								
Total								150

*Funding (C) Capital Reserve Fund (G) General Obligation Bonds (O) Other

CAPITAL IMPROVEMENT PROGRAM
PROJECT DETAIL

PROJECT District Safety & Security	ACTIVITY/DEPARTMENT Education
PROJECT NAME Cameras	SECTION NUMBER AND TITLE

DESCRIPTION/PURPOSE/JUSTIFICATION

Four (CB, CK, NEA, FHS) of the seven Groton Public Schools are in need of upgraded security cameras (internal and external) and camera management systems. Currently, each school has its own standalone system. To effectively address emergency issues in our schools, a federated system of camera access controls across all schools with real-time access for School Administers, Groton PD, and first responders is required. This proposal would provide funding to address these needs and to prepare for the Mutalink system proposed by the Board of Education to be used with Groton Police Departments .
Request for FYE24 is $245,000

RECOMMENDED FINANCING (000)

	Source of Funds	Estimated Funding by Year						Total Estimated Cost
		FYE2024	FYE2025	FYE2026	FYE2027	FYE2028	FYE2029	
A. Planning and Engineering								
B. Land and Right of Way								
C. Construction								
D. Equipment		245						245
E. Other Costs								
Total								245

*Funding (C) Capital Reserve Fund (G) General Obligation Bonds (O) Other

MEMORANDUM

To: Groton Board of Education

From: Floyd J. Dugas, Esq.

Re: AGSA Negotiation

Date: November 10, 2022

I am pleased to report we reached a settlement with the AGSA, the Union representing your administrators. Following is a summary of the settlement:

1. Duration
   July 1, 2023 – June 30, 2027

2. Wages

   (a) General Wage Increases
   July 1, 2023 2.25%
   July 1, 2024 2.25%
   July 1, 2025 2.50%
   July 1, 2026 2.50%

   (b) In addition, the Athletic Director's work year is increased by 10 days to 214, and his salary the same as the Middle School Assistant Principal. He will also receive a $125/month car allowance to offset travel he must do in connection with his job duties.

3. Insurance
   (a) Plan Design – Deductibles are increasing from $2,000/$4,000 to $2,250/$4,500

   (b) Cost-share Contributions (currently 23%)
   July 1, 2023 23%
   July 1, 2024 23%
   July 1, 2025 23.5%
   July 1, 2026 24%

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
DECEMBER 20, 2022 @ 7:30 P.M.
REMOTE MEETING

Members Present: Kim Shepardson Watson-Chairperson, Andrea Ackerman-Vice Chairperson, Dean Antipas, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann, Beverly Washington, Jay Weitlauf

Also Present: Susan Austin, Phil Piazza, Ken Knight, Shannon Weigle, Representative Christine Conley, Senator Heather Somers, Chris Smith, Bob Ross, John Burt, Jay Hartling

Chairperson Shepardson Watson called the meeting to order 7:30 p.m. The Chairperson stated that the purpose of the meeting was to discuss ways we can secure additional funding through Alliance and the Veterans Affairs office for a bill proposing matching Impact Aid for military impacted communities.

MOTION: Porter, Weitlauf; to adjourn at 8:00 p.m.
PASSED - UNANIMOUSLY

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 3, 2023 @ 6:00 P.M.
CENTRAL OFFICE, ROOM 11

Members Present: Chairperson Kim Shepardson Watson (arrived at 6:30 p.m.), Andrea Ackerman - Vice Chairperson, William Horgan, Matthew Shulman, Rita Volkmann (remote), Beverly Washington (remote), Jay Weitlauf (remote)

Members Absent: Dean Antipas, Elizabeth Porter

Also Present: Susan Austin, Phil Piazza, Ken Knight, Sam Kilpatrick, Laurie LePine

I. Vice Chairperson Ackerman called the meeting to order at 6:06 p.m.

II. Debrief from December 20, 2022 Special Meeting

Superintendent Austin noted that CAPSS is trying to get through legislation a Blue Print Bill that would make things more equitable for districts.

III. Budget Work Session **(ATTACHMENTS #1, 2, 3, 4)**

- Mr. Knight gave an orientation of the proposed 2023 – 2024 budget book. Mr. Knight also reviewed the documents found in the pocket of the budget book:
  - Superintendent FY2023 Adjusted Budget
  - Payroll Reconciliation FY2024
  - FY 24 Budget Object Code Summary dated December 20, 2022
  - FY24 Budget Cost increase/decrease from FY 23 Budget

Mrs. LePine shared the substitute teachers and paraprofessional salary surveys results. **(ATTACHMENTS #5, 6)**

Mr. Knight gave an overview of the FY23 Health Insurance Reserve and FY23 Other Post Employment Benefits (OPEB) Reserve. **(ATTACHMENTS #7, 8)**

IV. Adjournment

MOTION: Ackerman, Shulman: To adjourn at 8:04 p.m.
PASSED - UNANIMOUSLY

Groton Public Schools
Superintendent FY2023 Adjusted Budget

	FY22 Final Budget	$	77,438,090		
			Total Budget	**Variance to FY21 Budget**	
1	FY23 Superintendent Budget, 1/10/22	$	79,793,098	$ 2,355,008	3.04%
2					
3	Reduction 4.0 FTE Retirements without replacements		(348,017)		
4	Adjustment to Severance (based on actual calculation)		45,993		
5	Adjustment to Pension (based on town report)		30,894		
6	Adjustment to Health Insurance (based on recalculation)		(10,960)		
7					
8	FY23 Adj Superintendent Budget, 1/26/22	$	79,511,008	$ 2,072,918	2.68%
9					
10	Reduce Custodial Supplies (paid for by ARP ESSER)		(50,000)		
11					
12	FY23 Adj Superintendent Budget, 2/23/22	$	79,461,008	$ 2,022,918	2.61%
13					
14	Adjustment to Liability Insurance per Town of Groton (due to new school cost)		44,792		
15	Reduce Postage expense (more electronic communication)		(10,500)		
16	Board Placements at FY22 level		(51,208)		
17	Agency Placements at FY22 level less $20k		(32,000)		
18	Reduce Magnet School tuitions (assume 5% reduction in magnet enrollment)		(97,555)		
19	Reduce Workers Comp (based on town report)		(32,266)		
20	Reduce Health Insurance Reserve (better than expected experience)		(125,000)		
21					
22	FY23 Board of Ed Budget, 2/23/22	$	79,157,271	$ 1,718,181	2.22%
23					

Groton Public Schools
Payroll Reconciliation
FY2024

ADDITIONS		REDUCTIONS	
Contractual/non-contractual salary increases:		**Retirements:**	
Administrators	66,061	Retirements	115,110
Teachers	1,017,703		
Paraprofessionals/Tutors	200,365		
Custodians/Maint/Tech	74,456	**Positions Replaced at net lower salary**	96,074
Secretaries	14,097		
Administrators - non-union	20,900		
Clerical - non-union	22,247		
Other - non-union	77,414		
Total Salary increases	***1,493,243***		
Positions added		***Positions reduced***	
1.0 Special Ed Teacher @ FHS	96,491	1.0 Elementary School Teacher @ MR	94,505
1.0 Behavior Analyst (BCBA) - district	94,676	0.4 Language Arts Teacher @ FHS	38,142
1.0 Security Guards @ GMS/FHS	34,577		
Total Positions Added	***225,744***	***Total Positions Reduced***	***132,647***
Total Additions	**1,718,987**	**Total Reductions**	**343,831**

FY23 Budgeted Payroll	51,446,541	1,718,987	(343,831)	52,821,697	FY24 Budgeted Payroll

Net Increase to Payroll 1,375,156

Attachment #2

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Salaries								
Administrators								
48 District Administrators	105	1,224,351	1,201,101	1,201,101	1,225,814	24,713	2.1%	
49 Principals	106	1,123,974	1,150,292	1,150,292	1,176,065	25,773	2.2%	Contractual Increases
50 Asst. Principals/Sp. Ed Supv	107	2,231,103	2,385,181	2,385,181	2,404,422	19,241	0.8%	Contractual Increases
51 Curriculum Coordinators/Dean	108	171,203	174,798	174,798	181,586	6,788	3.9%	Contractual Increases
52 Athletic Director	109	138,243	141,146	141,146	151,392	10,246	7.3%	Contractual Increases
53		4,888,875	5,052,518	5,052,518	5,139,279	86,761	1.7%	
Teachers								
54 Classroom Teachers	101 & 151	25,002,593	25,171,375	25,046,232	25,651,453	480,078	1.9%	Contractual Increases, estimate 7 retirements
55 Sp. Ed Certified Teachers	102	7,285,818	7,830,521	7,820,291	8,027,872	197,351	2.5%	Contractual Increases, add 1.0 FTE Sped teacher
56 Media Specialists	103	647,950	690,181	690,181	710,122	19,941	2.9%	Contractual Increases
57 Guidance Counselors	104	1,066,516	1,175,535	1,175,535	1,157,759	(17,776)	(1.5%)	Contractual Increases, replace FTE at lower rate
58 Summer School Teachers	123	0	20,000	20,000	62,869	42,869	214.3%	FY23 summer school funded through ARP ESSER
59 Adult Ed Teachers	124	29,826	42,230	42,230	42,230	-	0.0%	
61 Coach Stipends	126	316,953	356,416	355,081	350,867	(5,549)	(1.6%)	Contractual rates
62 Other Student Activities Stipends	127	98,656	80,992	117,566	101,414	20,422	25.2%	Contractual rates, added band director stipend
63		34,448,313	35,367,250	35,267,115	36,104,586	737,336	2.1%	
Non-Cert Aides								
64 Reg. Ed Teacher Aides	110 & 130	328,407	456,375	456,375	474,630	18,255	4.0%	Based on competitive wage data
65 Sp. Ed Aides - Para I & II	111 & 131	2,284,100	2,906,920	2,565,242	3,081,335	174,415	6.0%	Based on competitive wage data
60 Tutors	125 & 152	718,316	432,500	754,154	458,450	25,950	6.0%	Based on competitive wage data
66 School Bus Aides	136	410,166	429,588	429,588	446,772	17,184	4.0%	Based on competitive wage data
67 Athletic Trainer/BCBA/Other	119 & 139	30,353	59,520	60,645	160,476	100,956	169.6%	Added 1.0 FTE BCBA & Athletic Trainer wage adjustment
68		3,771,343	4,284,903	4,266,004	4,621,663	336,760	7.9%	
Substitutes								
69 Substitute Sp. Ed Certified	121	105	85,588	40,417	89,867	4,279	5.0%	Based on competitive wage data
70 Substitute Reg. Ed Certified	120	1,026,603	921,492	966,663	967,568	46,076	5.0%	Based on competitive wage data
71		1,026,708	1,007,080	1,007,080	1,057,435	50,355	5.0%	
Clerical Support								
72 Clerical	113'114'132'133'134'14:	2,099,528	1,971,277	1,971,277	2,023,138	51,861	2.6%	Contractual Increases

Attachment #3

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Custodial/Maintenance/Techs								
73 Custodial	117 & 137	1,718,638	1,924,943	1,924,943	1,963,442	38,499	2.0%	Contractual Increases
74 Maintenance	118 & 138	755,548	857,425	857,425	874,574	17,149	2.0%	Contractual Increases
75 Custodial/Maintenance Overtime	147 & 148	111,849	108,500	108,500	110,500	2,000	1.8%	Contractual Increases
76 Technicians	129 & 149	778,991	720,105	720,105	736,913	16,808	2.3%	Contractual Increases
77		3,365,026	3,610,973	3,610,973	3,685,429	74,456	2.1%	
Security								
78 Security/Supervision	128	250,918	152,540	152,540	190,167	37,627	24.7%	Added 1.0 FTE Security Guard @FHS/GMS
79 **Total Salaries & Wages**		**49,850,711**	**51,446,541**	**51,327,507**	**52,821,697**	**1,375,156**	**2.7%**	
Benefits								
Health Insurance								
80 Group Insurance - Prof	201	6,013,552	5,827,342	5,827,342	6,095,399	268,057	4.6%	Expected claims increase per Anthem
81 Group Insurance - Other	202	1,098,417	1,454,096	1,454,096	1,520,986	66,890	4.6%	Expected claims increase per Anthem
82		7,111,969	7,281,438	7,281,438	7,616,385	334,947	4.6%	
Workers Comp & Town Pension								
83 Worker's Compensation	211	431,615	405,825	405,823	421,144	15,319	3.8%	Estimate, waiting on town report
84 Town Pension	213	520,500	556,600	556,600	584,400	27,800	5.0%	Estimate, waiting on town report
85		952,115	962,425	962,423	1,005,544	43,119	4.5%	
Social Security & Medicare								
86 Social Security	212	740,769	765,776	765,913	805,509	39,733	5.2%	Follows salary increase of non-certified staff
87 Medicare	214	713,199	745,974	744,924	765,916	19,942	2.7%	Follows overall salary increase
88		1,453,967	1,511,750	1,510,837	1,571,425	59,675	3.9%	
Other Employee Benefits								
89 Retirement Awards	222	104,336	135,993	192,788	137,500	1,507	1.1%	Estimate 7 teacher retirements
90 Unemployment	223	27,407	40,000	28,789	35,000	(5,000)	(12.5%)	Lower experience
91 Tuition Reimb Certified	224	187,816	106,000	110,500	115,000	9,000	8.5%	Higher experience
92 Mentor Stipend	227	0	1,500	1,500	1,500	-	0.0%	
93		319,558	283,493	333,577	289,000	5,507	1.9%	
94 **Total Benefits**		**9,837,610**	**10,039,106**	**10,088,275**	**10,482,354**	**443,248**	**4.4%**	

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Purchased Services								
Instructional Services								
95 Instructional Services	321 & 323	84,916	123,075	120,373	121,075	(2,000)	(1.6%)	
96 Instruct Improvement Services	322 & 324	43,780	61,400	62,383	164,300	102,900	167.6%	Math & literacy improvement previously grant funded
97		128,696	184,475	182,755	285,375	100,900	54.7%	
Professional Services								
98 Professional Services	331	492,697	251,614	256,331	307,470	55,856	22.2%	Preventative maintenance agreements for new buildings
99 Other Professional Services	332	585,942	571,885	583,337	598,000	26,115	4.6%	Increased rates
100 OT & PT Services	333	745,370	678,058	700,558	750,000	71,942	10.6%	Increased rates
101 Legal Services	334	69,562	71,054	71,054	71,100	46	0.1%	
102		1,893,571	1,572,611	1,611,280	1,726,570	153,959	9.8%	
Athletic Officials & Other Athletic Services								
103 Athletic Officials	341	68,602	61,550	61,550	63,550	2,000	3.2%	
104 Other Athletic Services	342	4,310	15,740	15,740	18,840	3,100	19.7%	
105		72,912	77,290	77,290	82,390	5,100	6.6%	
Computer Network Services								
106 Computer Network Services	343	277,739	164,483	174,601	177,845	13,362	8.1%	Inflationary increases
107 **Total Purchased Services**		**2,372,918**	**1,998,859**	**2,045,926**	**2,272,180**	**273,321**	**13.7%**	

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Property Services								
Water/Sewer								
108 Water	410	55,953	66,182	66,182	66,844	662	1.0%	
109 Sewer	411	35,769	34,617	34,617	34,963	346	1.0%	
110		91,722	100,799	100,799	101,807	1,008	1.0%	
Trash & Snow Removal								
111 Trash Removal	421	111,025	87,466	87,466	88,341	875	1.0%	
112 Snow Removal	422	24,992	50,000	50,000	50,000	-	0.0%	
113		136,018	137,466	137,466	138,341	875	0.6%	
Repair/Maintenance								
114 Equipment Repairs	430	120,762	118,095	108,913	129,425	11,330	9.6%	
115 Grounds Repairs	431	172,821	189,614	189,614	191,510	1,896	1.0%	
116 General Building Repairs	432	2,047	28,563	28,563	27,135	(1,428)	(5.0%)	
117 Painting	433	9,515	5,095	5,095	5,146	51	1.0%	
118 Heat & Plumbing Repairs	434	60,199	48,400	48,400	48,400	-	0.0%	
119 Electrical Repairs	435	1,888	9,005	9,005	10,239	1,234	13.7%	
120 Extermination Services	490	16,392	11,477	11,477	12,259	782	6.8%	
121 Building Fire Protection	491	80,321	46,821	46,821	48,289	1,468	3.1%	
122 Other Property Services	499	56,906	24,146	24,896	24,146	-	0.0%	
123		520,850	481,216	472,784	496,549	15,333	3.2%	
Rental								
124 Rental	441	134,357	123,899	133,899	135,267	11,368	9.2%	Copier lease renewal
125 **Total Property Services**		**882,947**	**843,380**	**844,948**	**871,964**	**28,584**	**3.4%**	

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Transportation, Insurance, Communications, Tuition								
Transportation: Schools								
126 Reg.Ed Pupil Transportation	510 & 516	3,051,834	3,099,641	3,160,976	3,763,257	663,616	21.4%	Potential increase per bid process
127 Sp.Ed Pupil Transp - STA	511	1,180,148	1,304,702	1,370,009	1,643,671	338,969	26.0%	Add 2 bus, potential increase per bid process
128 Sp.Ed Pupil Transp - Curtin	512	924,305	955,999	955,999	1,027,699	71,700	7.5%	Inflationary increase
129		5,156,286	5,360,342	5,486,984	6,434,627	1,074,285	20.0%	
Transportation: Other								
130 Transportation - Athletics	587	79,323	107,800	109,690	94,900	(12,900)	(12.0%)	
131 Transportation - Field Trips	588	27,086	50,149	42,281	53,988	3,839	7.7%	
132 Entry Fees - Athletics	591 & 592	10,965	12,700	12,605	14,475	1,775	14.0%	
133 Admission Fees	595	1,901	4,770	5,573	9,370	4,600	96.4%	
134 Misc Fees	590 & 596	0	0	0	0	-	**	
135		119,275	175,419	170,149	172,733	(2,686)	(1.5%)	
Transportation: Staff								
136 Travel - Education	580 & 581	3,084	7,500	7,518	5,900	(1,600)	(21.3%)	
137 Travel - Admin	582 & 583	22,904	29,500	27,077	32,000	2,500	8.5%	
138 Travel - Conferences	584	17,304	104,686	90,311	115,850	11,164	10.7%	Post-COVID in person vs. virtual
139		43,292	141,686	124,906	153,750	12,064	8.5%	
Liability & Accident Insurance								
140 Liability Insurance	522	361,702	402,456	402,456	442,702	40,246	10.0%	Premium rate increase; adjustment for new buildings
141 Accident Insurance	525	14,410	15,172	14,410	15,173	1	0.0%	
142		376,112	417,628	416,866	457,875	40,247	9.6%	

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Communications								
143 Telephone, Telephone Repairs	530	176,612	91,400	103,745	106,400	15,000	16.4%	Full year of new phone system
144 Postage	531	21,471	31,150	27,363	29,650	(1,500)	(4.8%)	
145 Advertisement	540	9,566	5,000	5,000	5,000	-	0.0%	
146 Minority Recruitment	541	0	0	0	0	-	**	
147 Printing Admin	550	7,765	11,542	10,792	11,542	-	0.0%	
148 School Publications	551 & 552	3,596	3,500	2,625	2,500	(1,000)	(28.6%)	
149		219,009	142,592	149,525	155,092	12,500	8.8%	
Tuition: Special Education								
150 Sp.Ed Vocational	561	420,987	411,956	411,956	411,956	-	0.0%	
151 Sp.Ed BoE Placements	562	2,207,898	2,557,392	2,484,397	2,651,173	93,781	3.7%	Assume same number of placed students as current year, increase rates
152 Sp.Ed State Placements	563	468,234	580,000	307,210	329,060	(250,940)	(43.3%)	Reduction in number of state placed students
153 Sp.Ed Magnet Choice	568	731,024	770,285	820,285	869,373	99,088	12.9%	Assume same number of students as current year, increase rates
154		3,828,143	4,319,633	4,023,848	4,261,562	(58,071)	(1.3%)	
Tuition: Other								
155 Adult Ed	564	207,000	210,105	207,000	210,105	-	0.0%	
156 Reg.Ed Magnet Tuition	566	932,714	897,671	870,745	885,801	(11,870)	(1.3%)	Assume same number of students as current year, increase rates
157 Reg.Ed Vo Ag Tuition	567	88,699	89,583	122,814	122,814	33,231	37.1%	Number of students increased 13 to 18
158		1,228,413	1,197,359	1,200,559	1,218,720	21,361	1.8%	
159 **Total Transportation, Insurance, Communication, Tuitior**		**10,970,529**	**11,754,659**	**11,572,837**	**12,854,359**	**1,099,700**	**9.4%**	

Groton Public Schools
Date prep: 12-20-2022

12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Supplies								
Instructional Supplies								
160 General Classroom Supplies	601	208,334	156,340	117,240	159,293	2,953	1.9%	Site budgets were increased 1% at each building
161 Science Supplies	602	8,356	16,986	13,023	15,600	(1,386)	(8.2%)	
162 Arts & Crafts Supplies	603	20,780	24,300	21,209	25,700	1,400	5.8%	
163 Phys. Ed Supplies	604	13,298	15,400	12,181	11,800	(3,600)	(23.4%)	
164 Music Supplies	605	15,851	24,000	18,277	22,800	(1,200)	(5.0%)	
165 Kindergarten Supplies	606	2,332	5,100	3,825	4,200	(900)	(17.6%)	
166 Pupil Tests	607	59,167	65,400	57,681	77,700	12,300	18.8%	
167 Tech. Ed Supplies	609	0	8,000	6,000	12,750	4,750	59.4%	
168 Home Ec Supplies	613	15,547	14,500	10,875	14,500	-	0.0%	
169 Sp.Ed Supplies	615	49,795	56,000	56,015	56,000	-	0.0%	
170 Athletic Supplies	616	45,026	52,950	54,861	56,150	3,200	6.0%	
171 Math Supplies	617	3,722	10,350	7,816	9,250	(1,100)	(10.6%)	
172 Health Supplies	618	0	1,950	1,463	2,200	250	12.8%	
173 Other Supplies	619	588	3,000	2,676	3,000	-	0.0%	
174 Health Serv Pathogen	622	3,442	7,000	7,000	7,000	-	0.0%	
175 School Library Supplies	623	5,570	5,270	3,953	6,250	980	18.6%	
176 Food, Drink, Snacks	628	16,731	32,500	31,383	30,500	(2,000)	(6.2%)	
178		461,342	499,046	425,477	514,693	15,647	3.1%	
Computer Supplies								
179 Computer Supplies	610 & 611	39,438	49,200	45,493	36,500	(12,700)	(25.8%)	
180 Software	612	138,819	204,872	201,246	303,509	98,637	48.1%	Partially covered by ESSERII/ARP ESSER/DOD Suppl Imp Aid
181		178,257	254,072	246,739	340,009	85,937	33.8%	
Electricity & Heating								
182 Electricity	631	1,167,499	971,513	1,002,834	1,112,053	140,540	14.5%	Inflationary increase
183 Propane/Natural Gas	632	331,525	325,362	290,905	353,905	28,543	8.8%	
184 Heating Oil	633	262,236	170,146	331,448	262,604	92,458	54.3%	Inflationary increase
185		1,761,260	1,467,021	1,625,187	1,728,562	261,541	17.8%	
Transportation Supplies								
186 Diesel for School Buses	634	318,654	138,070	259,725	463,555	325,485	235.7%	FY23 used left over supplies, inflationary increase
187 Gas for Maintenance	656	28,503	42,416	42,416	43,476	1,060	2.5%	
188		347,157	180,486	302,141	507,031	326,545	180.9%	

Groton Public Schools
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12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Textbooks & Library Books								
189 Textbooks	640	33,436	45,051	36,948	46,085	1,034	2.3%	
190 Workbooks	641	5,967	12,460	16,503	16,633	4,173	33.5%	
191 Textbook Rebind	642	0	500	375	500	-	0.0%	
192 Library Books	645	18,073	22,900	17,175	27,000	4,100	17.9%	
193 Periodicals	647	2,152	2,400	1,800	2,400	-	0.0%	
194		59,628	83,311	72,801	92,618	9,307	11.2%	
Facility/Maintenance Supplies								
195 Equipment Repair	650	39,486	23,158	23,158	23,315	157	0.7%	
196 Grounds Supplies	651	12,440	19,334	19,334	19,527	193	1.0%	
197 General Building Repair	652	63,581	64,450	58,005	62,839	(1,611)	(2.5%)	
198 Painting Supplies	653	6,896	2,500	2,500	2,500	-	0.0%	
199 Heat & Plumbing Supplies	654	53,117	33,716	33,716	34,053	337	1.0%	
200 Electrical Supplies	655	32,054	29,948	29,948	30,247	299	1.0%	
201 Safety Supplies	657 & 659	5,126	12,976	18,746	13,047	71	0.5%	
202 Custodial Supplies	658	163,022	114,802	114,802	136,150	21,348	18.6%	ARP ESSER partially funded in previous year
203		375,721	300,884	300,209	321,678	20,794	6.9%	
Other Supplies								
204 Sup Serv Guid Imp Ins	621	18,926	25,600	23,700	26,100	500	2.0%	
205 Audio Visual Supplies	624 & 625	6,484	11,000	10,625	10,300	(700)	(6.4%)	
206 General Admin Supplies	626	15,299	12,610	12,475	12,110	(500)	(4.0%)	
207 School Admin Supplies	627	39,255	17,400	22,571	16,600	(800)	(4.6%)	
208 Professional Materials	690	13,985	22,300	19,497	24,700	2,400	10.8%	
209 Personal Protective Equipment	692 & 693	110	0	0	0	-	**	
210		94,060	88,910	88,868	89,810	900	1.0%	
211 **Total Supplies**		**3,277,424**	**2,873,730**	**3,061,422**	**3,594,401**	**720,671**	**25.1%**	Site Budget 1% increase, offset by inflationary increase

Groton Public Schools
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12/20/22 3:21 PM		OBJECT CODE WORKSHEET						
Account	Object #s	FY22 Actual 2021-2022	FY23 Budget 2022-2023	FY23 Estimated 2022-2023	FY24 Budget 2023-2024	Increase/ (Decrease)	%	Comments
Equipment								
Instructional Equipment								
212 Replace Instr Equipment	730	33,757	38,400	14,050	45,300	6,900	18.0%	Various, replace band equipment @ GMS & FHS, front of room displays
213 Add Instr Equipment	735	74,533	60,000	70,737	46,434	(13,566)	(22.6%)	Various, outdoor teaching sp @ MR, stools in art room @ GMS
214		108,291	98,400	84,787	91,734	(6,666)	(6.8%)	
Non-Instructional Equipment								
215 Replace Non-Instr Equipment	731	14,028	10,000	5,254	10,000	-	0.0%	Facilities equipment
216 Add Non-Instr Equipment	736	45,909	0	4,746	0	-	**	
217		59,937	10,000	10,000	10,000	0	0.0%	
218 **Total Equipment**		**168,228**	**108,400**	**94,787**	**101,734**	**(6,666)**	**(6.1%)**	
Dues & Fees								
Dues/Fees								
219 BoE Dues	810	21,088	25,541	25,541	25,541	-	0.0%	
220 General Admin Dues	811	16,449	16,160	16,185	15,725	(435)	(2.7%)	
221 School Admin Dues	812	22,860	44,050	34,367	44,100	50	0.1%	
222 Other Dues/Fees	819	2,906	6,845	6,650	14,145	7,300	106.6%	EdRising & NNDCC @ FHS
223 **Total Dues/Fees**		**63,303**	**92,596**	**82,742**	**99,511**	**6,915**	**7.5%**	
224 **Grand Total**		**77,423,670**	**79,157,271**	**79,118,444**	**83,098,200**	**3,940,929**	**4.98%**	

Groton Public Schools
FY2023/2024
Cost increase/decrease from FY23 Budget

Dated: 1/3/2023

		FY23 Final Budget	79,157,271
Salaries			
Administrators	based on contract % increase	2.25%	66,061
Teachers - step & GWI	based on contract % increase	2.9%	1,017,703
Teacher salary adjustment	replace at lower rates, reduce net 0.4 FTE		(132,230)
Teacher Retirees	estimated 7 retirements		(115,110)
Tutors/Paraprofessionals	estimated		200,365
School Clerical	based on contract	2.0%	14,097
Custodian/Maint/Tech	based on contract	2.0%	74,456
Non-Union - CO (admin & clerical)	estimated	2.0%	43,147
Non-Union - other (bus aides, etc)	estimated	4.0%	77,414
Add Behavior Analyst - 1.0 FTE			94,676
Add Security Guard - 1.0 FTE			34,577
			1,375,156
Employee Benefits			
Health Ins	estimated	4.6%	334,947
Social Sec/Medicare	based on increased wages	7.65%/1.45%	59,675
Workers Comp/Pension	estimated, waiting on town report		43,119
			437,741
Transportation			
STA	contract out to bid, potential increase		1,002,585
Curtin	estimated	7.5%	71,700
			1,074,285
Out of District Tuitions			
Special Education	estimated		(58,071)
General Education	estimated		21,361
			(36,710)
Other Expenses			
Professional Services	(i.e. prev maint, OT/PT rate incr, instr improve, etc.)		273,321
Diesel Fuel	leftover supplies used in prior year		326,545
Eletricity/Heating			261,541
Software			98,637
Property Insurance			40,247
Property Services			28,584
Custodial Supplies			21,348
Site Budgets		1.0%	9,677
All Other			30,557
		Total Increase	3,940,929
		FY24 Preliminary Budget	83,098,200
		% Increase	4.98%

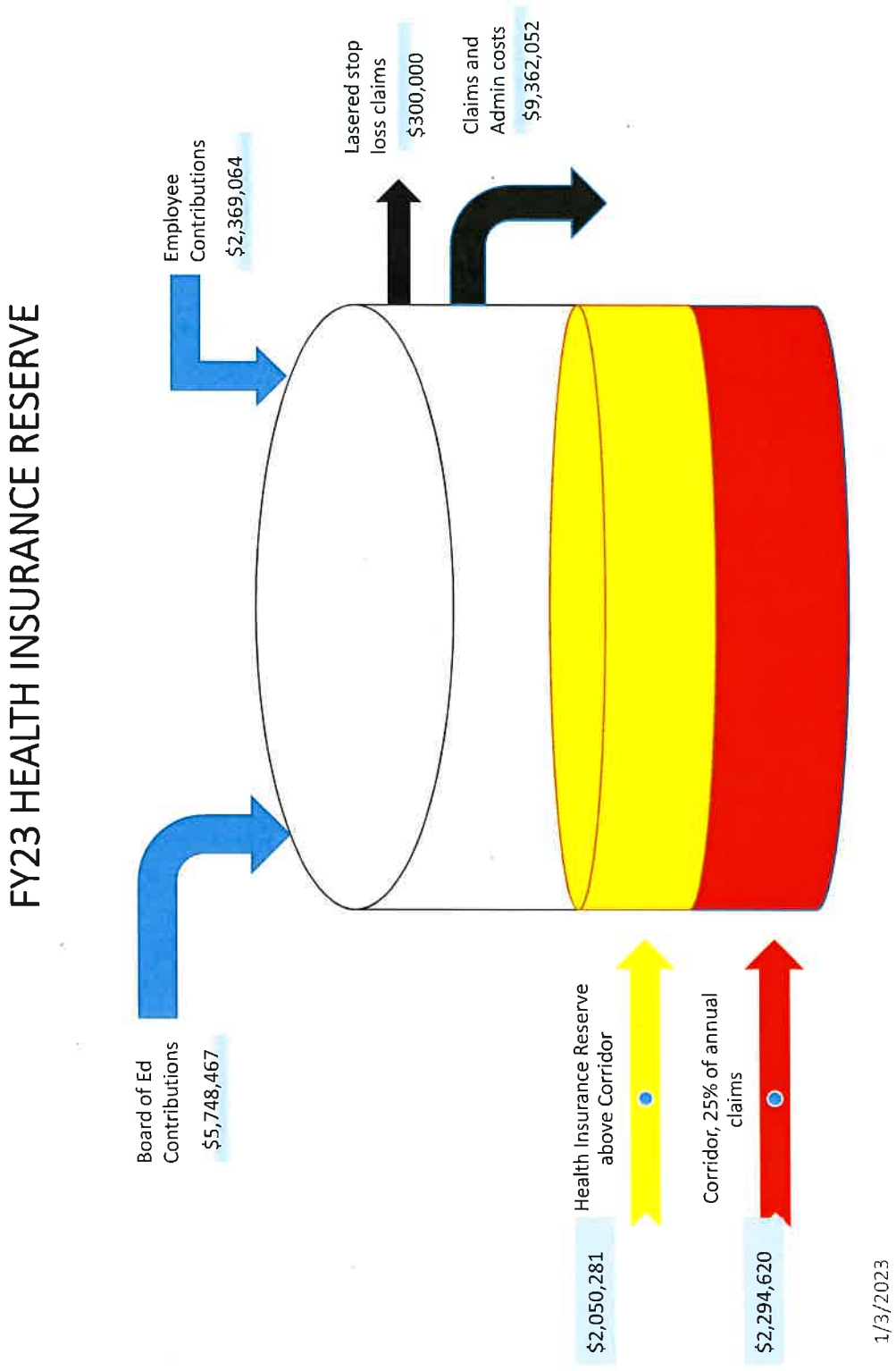
District Rate (Ranges) Paraprofessionals October 2022

LEARN SURVEY	Min	Max	
Griswold	$ 18.90	$ 22.83	
Hebron	$ 17.20	$ 19.07	
Bozrah	$ 17.64	$ 19.94	
Madison	$ 16.29	$ 25.71	
Waterford	$ 15.79		
Reg 13	$ 19.04	$ 25.06	
New London	$ 18.00		
LEARN	$ 16.40	$ 19.65	
RSD 17	$ 16.17	$ 21.22	
Middletown	$ 17.42		
East Lyme	$ 18.55	$ 25.26	
Lisbon	$ 20.46	$ 25.26	
Montville FT	$ 19.56		PT 18.63
Ledyard	$ 15.00		
Old Saybrook	$ 16.64	$ 22.02	
Norwich	$ 19.72	$ 21.14	
Clinton	$ 15.26	$ 20.53	
Groton	$ 15.00	$ 17.78	
Portland	$ 21.04		
Region 18	$ 16.37	$ 21.04	
Average	$ 17.52	$ 21.89	
Groton	$ 15.00	$ 17.78	
Variance	$ 2.52	$ 4.11	

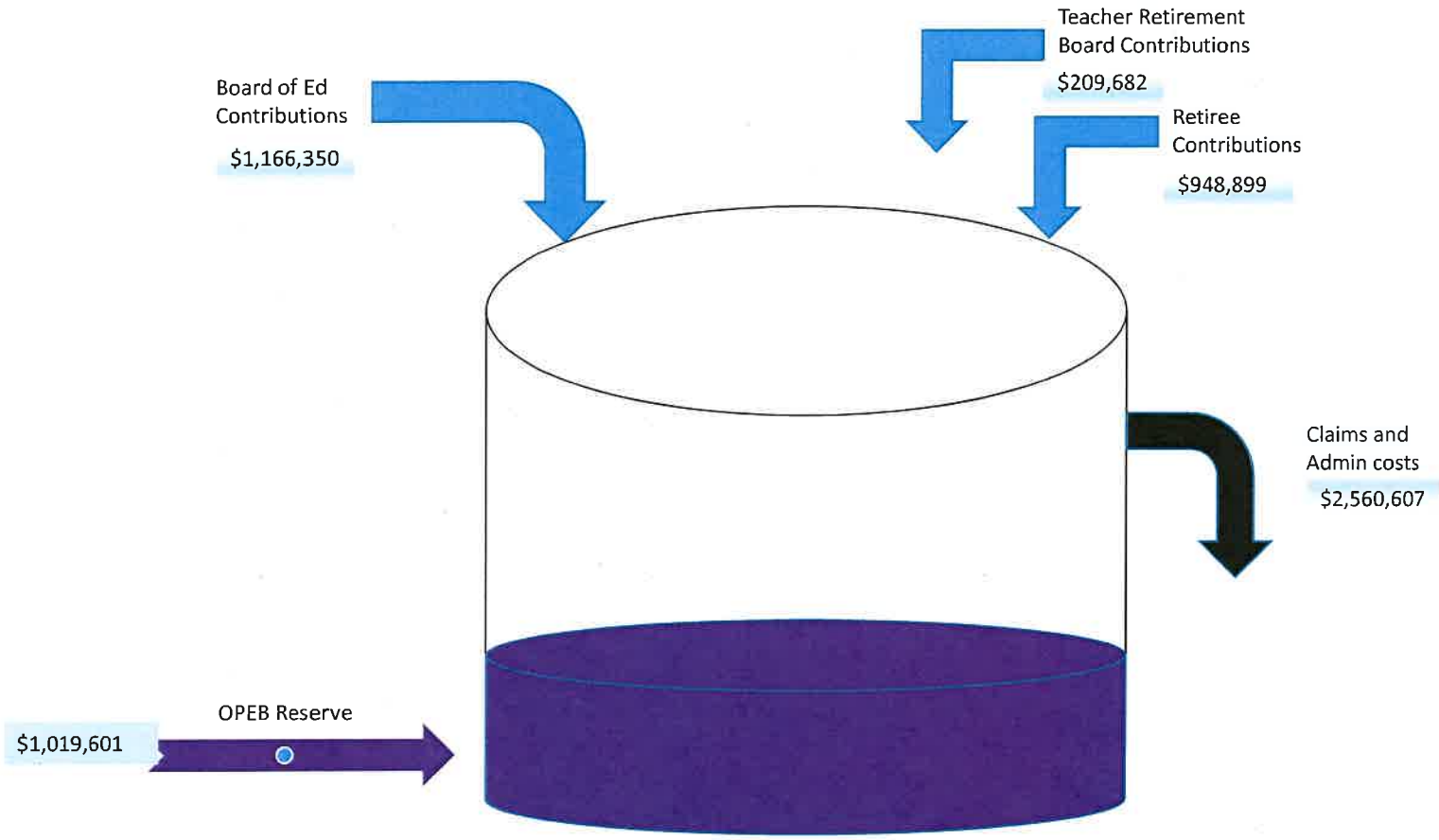
District	Daily Rate	Survey Sub Teacher Pay Rates December 2022		Notes	as of 1/3/23		
LEARN							
RSD 17	$ 104.16			14.88 per hour			
North Stonington	$ 125.00						
Groton	$ 107.50			building sub $127.50			
Clinton	$ 115.00			$125 if CT certified / $145 building sub (work every day)			
Preston	$ 135.00	$120-$150		Special Circumstances: up to $250.			
Stonington	$ 150.00						
Madison	$ 110.00			$125 building sub / $135 certified building sub			
Waterford	$ 110.00						
Hebron	$ 110.00			$135 for building sub and $110 for per-diem			
RSD 13	$ 120.00			$110 for Paraprofessionals			
New London	$ 110.00			$175 for Kelly Services building subs; $180 for District Hired Hybrid/Building Subs			
Montville	$ 95.00			$110-$150 (CT certified) for building subs; up to $256 if planning and correcting			
Salem	$ 105.00			Building Subs $110			
Old Saybrook	$ 125.00			per day, building subs 138.88/day, para subs 16.60/hr			
Lyme-Old Lyme	$ 120.00			Long term subs start at BA1 rate ($272.83/day), para subs $16.37/hr.			
Portland	$ 112.00			Plus 30% mark up paid to ESS Sub Service & $95 daily rate paras			
Region 4	$ 112.50	$100 - $125					
Average	$ 115.66						
Groton	$ 107.50						
Variance	$ (8.16)						
EASTCONN							
District	Not Certified	Certified	Other	Other Column Comment			
Bolton	$110.00	$110.00					
Bozrah	$105.00	$105.00					
Brooklyn	$100.00	$115.00		Paras: $14/hour			
Canterbury	$115.00	$125.00	$130.00	Retired Teachers			
Chaplin	$100.00	$115.00					
Columbia	$110.00	$110.00	$150.00	Building sub			
EASTCONN Magnets		$125.00	$125.00	Through ESSR we hired one permanent sub for each magnet so that we woul dhave coverage daily.			
Eastford	$120.00	$110.00					
Franklin	$100.00	$100.00	$100.00				
Killingly	$150.00	$175.00					
Lebanon	$105.00	$126.00					
Marlborough	$110.00	$110.00					
Pomfret	$110.00	$110.00					
Region 11	$100.00	$115.00					
Region 19	$90.00	$90.00	$110.00	110 were inhouse covid subs			
Sprague	$112.75	$112.75					

Attachment #6

Stafford	$125.00	$140.00	$200.00	if they are a retired teacher that had 20-years or more of validated teaching experience and still has valid certification			
Sterling	$150.00	$175.00					
Union	$95.00	$95.00					
Voluntown	$115.00	$130.00	$130.00				
Willington	$105.00	$120.00	$140.00	Certified/retired teachers are paid $140			
Windham	$107/$121	$150/$190		Building sub rates with/without benefits, respectively			
Windham		$192.00		Long-term subs 1-39 days (40+ days on sliding scale based on degree ranging from $268.82 - $365.59)			
Woodstock Academy	$125.00	$140.00					


FY23 HEALTH INSURANCE RESERVE
Employee Contributions
$2,369,064
Lasered stop loss claims
$300,000
Claims and Admin costs
$9,362,052
Board of Ed Contributions
$5,748,467
Health Insurance Reserve above Corridor
$2,050,281
Corridor, 25% of annual claims
$2,294,620
1/3/2023

FY23 Other Post Employment Benefits (OPEB) RESERVE



1/3/2023

Attachment #8

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 9, 2023 @ 6:00 P.M.
REMOTE MEETING

Members Present: Chairperson Kim Shepardson Watson Andrea Ackerman - Vice Chairperson, Dean Antipas, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann, Beverly Washington (arrived at 7:18 p.m.), Jay Weitlauf

Also Present: Susan Austin, Phil Piazza, Ken Knight, Sam Kilpatrick

I. Chairperson Shepard Watson called the meeting to order at 6:02 p.m.

II. Budget Work Session

a. Mr. Knight gave an overview of the following pages of the 2023-2024 proposed budget:

- 1101 Elementary Instruction
- 1102 Art 6-12 – Mrs. Volkmann requested a list of types of field trips to be taken throughout the budget.
- 1104 Language Arts 6-12
- 1105 World Language 6-12
- 1106 Culinary Arts 9-12
- 1107 Technology Arts 6-12
- 1108 Mathematics 6-12
- 1109 Music 6-12
- 1110 Physical Education 6-12
- 1111 Science 6-12
- 1112 Social Studies 6-12
- 1113 IB Middle Years Program 6-10
- 1114 Health Education 6-12
- 1117 International Baccalaureate DP 11-12
- 1118 IB Career-Related Program 9-12
- 1119 Unclassified 6-12
- 1121 Business Education 9-12
- 1124 Health Occupations 9-12
- 1260 Enrichment K-8
- 1270 Remedial Instruction K-12
- 1500 Student Activities 9-12
- 1412 Summer School High SC Credit
- 2220 Educational Media Services K-12

III. Adjournment

MOTION: Ackerman, Porter: To adjourn at 8:26 p.m.
PASSED - UNANIMOUSLY

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 10, 2023 @ 5:30 P.M.
REMOTE MEETING

Members Present: Kim Shepardson Watson-Chairperson, Andrea Ackerman-Vice Chairperson, Dean Antipas, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann, Beverly Washington, Jay Weitlauf

Also Present: Susan Austin, Sam Kilpatrick, Ken Knight

Chairperson Shepardson Watson called the meeting to order 5:30 p.m. The Chairperson stated that the purpose of the meeting was to discuss the transportation bid.

Susan Austin stated that we received two transportation bids and asked Ken Knight to brief the board. Ken Knight said that they worked with Mike Kennedy, a transportation consultant, who has experience with our district as well as area districts. Some items discussed with Mr. Kennedy was who would pay for fuel, where buses would be housed, and our current 6:00 a.m. to 6:00 p.m. schedule. It was decided that it would be best if Groton continues to purchase the fuel versus having the transportation company purchase it as they would be making assumptions as to where the cost would be going and they would also add a markup. It would also be more efficient if we purchase the fuel ourselves. Housing the buses within town would be more efficient as they would not have to travel as far to get to our students. We may also be able to recoup some property tax with having buses housed within our borders.

Ken Knight stated that six bus companies were contacted regarding the bid. The bid was also advertised in the paper. Three bus companies, DATTCO, First Student, and STA, came to the pre-bid conference. STA was the lowest bid with a 21% increase in the first year. Mr. Knight spoke with other districts, and all are experiencing double-digit increases in transportation due to changes in the bus industry, such as wage increases. Mr. Knight and Sam Kilpatrick recommend going back to STA to see if the 21% increase can be spread out over a number of years.

Rita Volkmann shared that at least 30% of all buses in Connecticut need to be electrified by 2030. She wanted to know if we have applied for available funding and what we are doing to electrify our buses. Mrs. Volkmann inquired as to STA's plans for electrifying their buses. She also does not want to see a five-year bus contract.

Liz Porter asked if the five-year contract is standard in our region and is a three-year contract available. Ken Knight replied that it is a three-year contact with a two additional year extension, which is somewhat standard. Sam Kilpatrick stated that the two-year extension is at our option.

Rita Volkmann ask why we are the only school system that does a 6:00 a.m. to 6:00 p.m. schedule. Susan Austin stated that this bid did not include a 6:00 a.m. to 6:00 p.m. schedule; rather, it is a daily rate/mid-day run rate schedule. Field trips during the day will cost extra, as will late buses.

Andrea Ackerman asked whether reopening the bid is an option. Ken Knight stated that we could do so but run the risk of bids coming in higher.

Jay Weitlauf encouraged having staff meet with STA to discuss the district's needs. Susan Austin suggested that perhaps STA could possibly structure their bid differently so their 21% increase is not realized in one year.

MOTION: Volkmann, Ackerman; to adjourn at 6:28 p.m.
PASSED - UNANIMOUSLY

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 17, 2023 @ 6:00 P.M.
REMOTE MEETING

Members Present: Chairperson-Kim Shepardson Watson, Andrea Ackerman-Vice Chairperson, Dean Antipas, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann, Jay Weitlauf

Members Absent: Beverly Washington

Also Present: Susan Austin, Phil Piazza, Denise Doolittle, Clint Kennedy, Ken Knight, Sam Kilpatrick, Laurie LePine

I. Chairperson Shepard Watson called the meeting to order at 6:00 p.m.

II. Public Hearing - Superintendent Austin gave an overview of the proposed 2023-2024 budget: **(ATTACHMENT #1)**

1. Mr. Patrick Kohr, 106 George Avenue, stated that the middle school needs more manning for unruly situations that occur there.
2. Mr. Ian Thomas, 24 Jefferson Drive, stated that he'd like to see the following key issues and concerns addressed in this year's budget:
   - He wants to see free lunch continued for all beyond the end of the emergency funding and would like to see the cost breakout associated with continued funding
   - He is concerned about AED machines and Narcan training for athletic support staff and anyone on site afterhours; he would like to know where are the AED machines are located in the facilities
   - Honors English and Honors classes at the junior level – IB, AP, and ECE have been the focus; however, supports promised for students have not been forthcoming or a strain to acquire
   - He would like to see food available for athletes after school to cover the gap between lunch and afterschool athletic programming
   - He is concerned about the funding situation with athletics across the board; there seems to be an inordinate amount of fundraising required of parents and would like to know how funding is allocated. He suggested a proportionate funding approach such as per capita would be more equitable. He also feels the number of coaches is not equitable across the board
   - He would like more information on NNDCC and how it relates to NROTC
   - He would like to know if a master plan has been developed for field maintenance and facilities improvements
   - He would like to see feeder programs for middle school students to help support the high school programs such as marching band, concert band, jazz band, fencing, and smaller sports to boost enrollment at the higher levels
   - He would like to see upper level math support
   - He would like to see debit card readers in the cafeteria lines for school lunches
   - He would like to know if the Homeland Security Audit can be made available to the RTM's Education Committee; he would also like to know more about security versus discipline in the schools

III. Adjournment

MOTION: Ackerman, Horgan: To adjourn at 6:45 p.m.
PASSED - UNANIMOUSLY

Groton Public Schools

Superintendent's Proposed 2023-2024 Budget



Board of Education

Kim Shepardson Watson, Chairperson

Andrea Ackerman, Ed.D., Vice Chairperson

Dean Antipas

William Horgan, MD, MBA

Elizabeth Porter

Matthew Shulman

Rita Volkmann

Beverly Washington

Jay Weitlauf

Attachment #1

Mission Statement: Teaching & Learning

BoE Goals: Provide Dynamic Rigorous Curriculum
Ensure Effective and Engaging Instruction
Embrace Excellent Learning Environment

Belief Statement: Cultivate an Environment of Diversity, Equality, and Inclusiveness





Joint Meeting
February 1, 2023
BOE, TC, RTM Education Committee

- Revenue that support the Town's budget on education
- Impact Aid funding and recent legislation
- Grants that supplement the budget
- DOD Supplemental Impact Aid Account
- Per Pupil Spending Comparison to Other Districts
- Update on Health Reserve & OPEB Reserve Accounts
- Review of CIP Account: Priorities
- Review of January 17, 2023 Public Hearing recommendations

Program Highlights

- Enhance Literacy, following state legislation on Science of Reading for K-2; GPS curriculum based on Connecticut Core Standards (CCS), Teachers College Reading & Writing Project, including TC phonics and updated Units of Study in Reading and Writing
- Increase rigor and relevance in math instruction K-12 based on CCS
- Amplify GPS Science Curriculum K-12 with Next Generation Science Standards
- Expand The International Baccalaureate Program currently at Fitch High School and Groton Middle School (Middle Years Program, Diploma Program and Careers Program & Pathways)
- Partner with Grasso Tech, which will provide afterschool opportunities in the trades for FHS students to receive credit





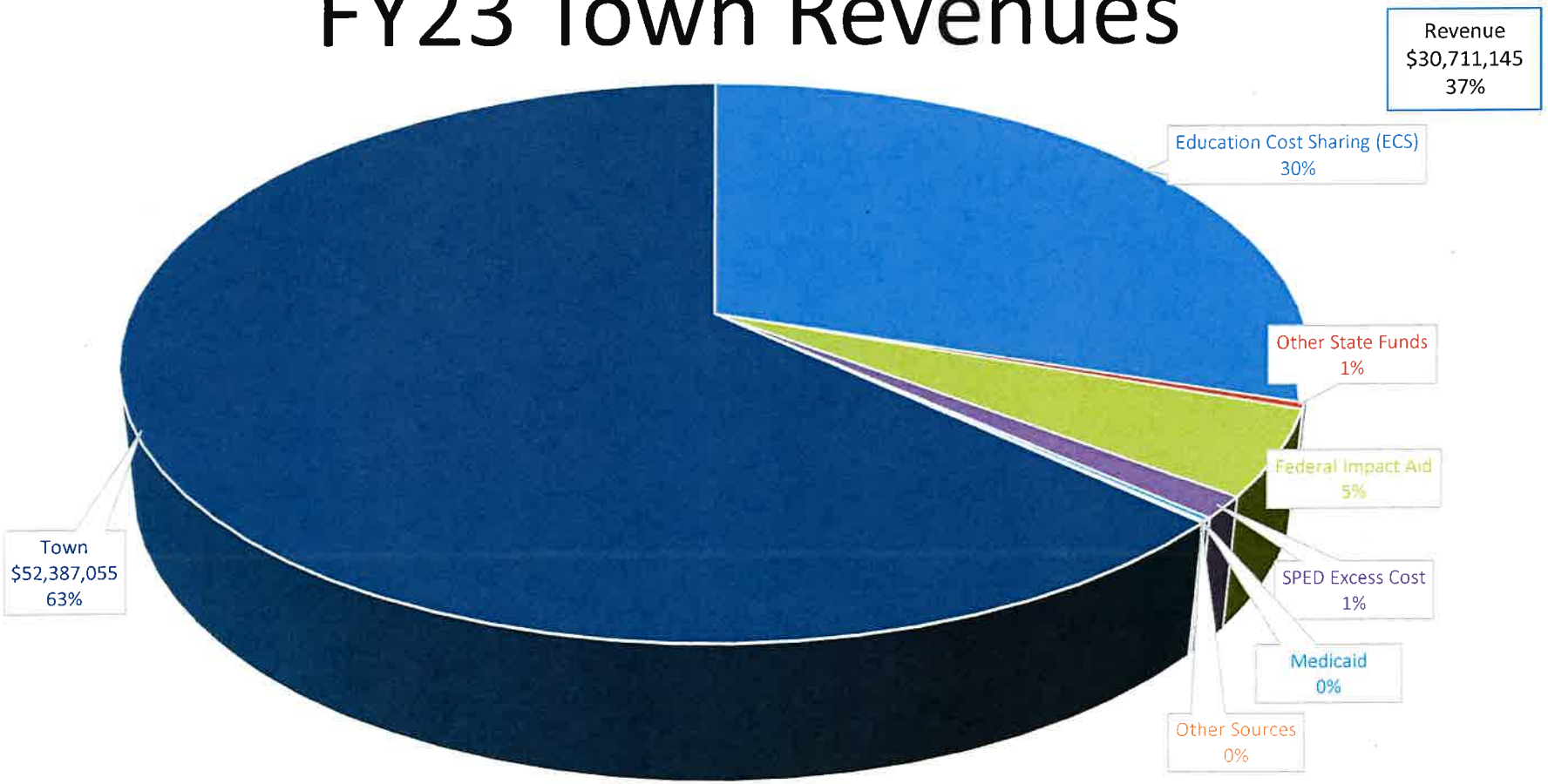
Program Highlights

- Magnify all five elementary magnet schools with community partners
- Retain all curricular & extracurricular programs, including supports for social emotional learning
- Sustain and continue to upgrade classroom technology, infrastructure, and 1 to 1 computer initiative
- Provide Vocational Program for 18-22 year-olds under IDEA
- Expand high quality Tree House child care program before/after school; 21st century grant expansion into GMS & FHS
- Support School Resource Officers @ FHS & GMS, as well as DARE officer partners at the elementary schools



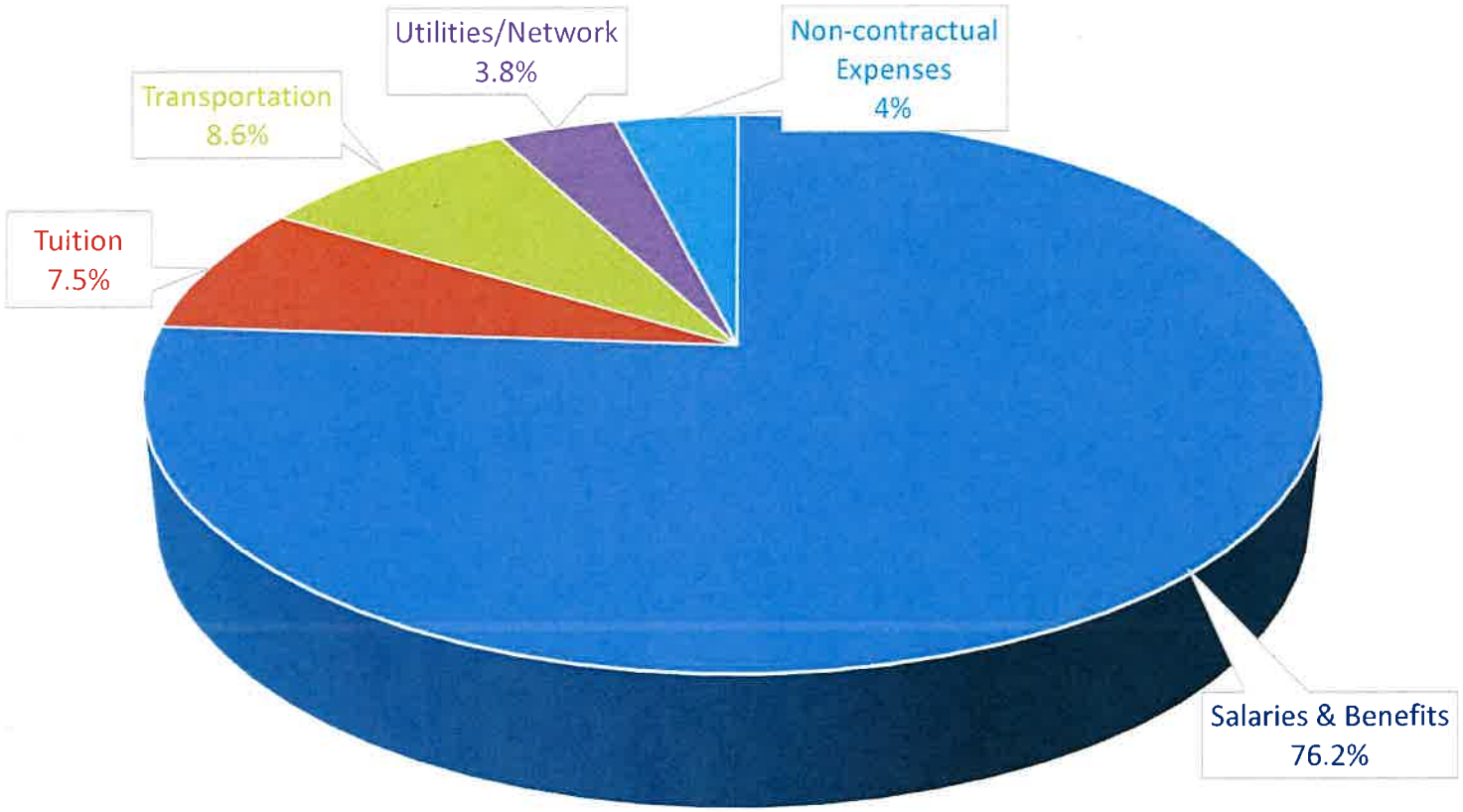


FY23 Town Revenues



Education Cost Sharing (ECS)	25,040,045
Other State Funds	285,500
Federal Impact Aid	4,094,300
SPED Excess Cost	1,039,000
Medicaid	163,300
Other Sources	89,000
	30,711,145

GPS Budget Categories



Salaries & Benefits	63,304,051	76.2%
Tuition/Contracted Services	6,230,282	7.5%
Transportation	7,114,391	8.6%
Utilities/Ins./Tel/Network/Software Lic.	3,149,606	3.8%
Non-contractual Expenses	3,299,870	4.0%

Superintendent's Proposed Budget

	FY23 Budget	Proposed FY24 Budget	Increase (Decrease)	%
Salaries (100)	51,446,541	52,821,697	1,375,156	2.7%
Benefits (200)	10,039,106	10,482,354	443,248	4.4%
Purchased Services (300)	1,998,859	2,272,180	273,321	13.7%
Property Services (400)	843,380	871,964	28,584	3.4%
Trans, Ins, Comm, Tuition (500)	11,754,659	12,854,359	1,099,700	9.4%
Supplies (600)	2,873,730	3,594,401	720,671	25.1%
Equipment (700)	108,400	101,734	(6,666)	(6.1%)
Dues & Fees (800)	92,596	99,511	6,915	7.5%
Total	**79,157,271**	**83,098,200**	**3,940,929**	**4.98%**

(100) Contractual pay increases and competitive wage adjustments
(200) 4.6% anticipated increase in insurance claims cost
(300) Preventative maintenance and inflationary increases
(400) Inflationary increase
(500) Increase cost in bus transportation per the bids
(600) 1% increase to site budgets, inflationary increase in electricity/heating costs
(700) Reflection of equipment needs of the schools through their site budget
(800) Additional dues/fees for EdRising & NNDCC programs

History of GPS Budget

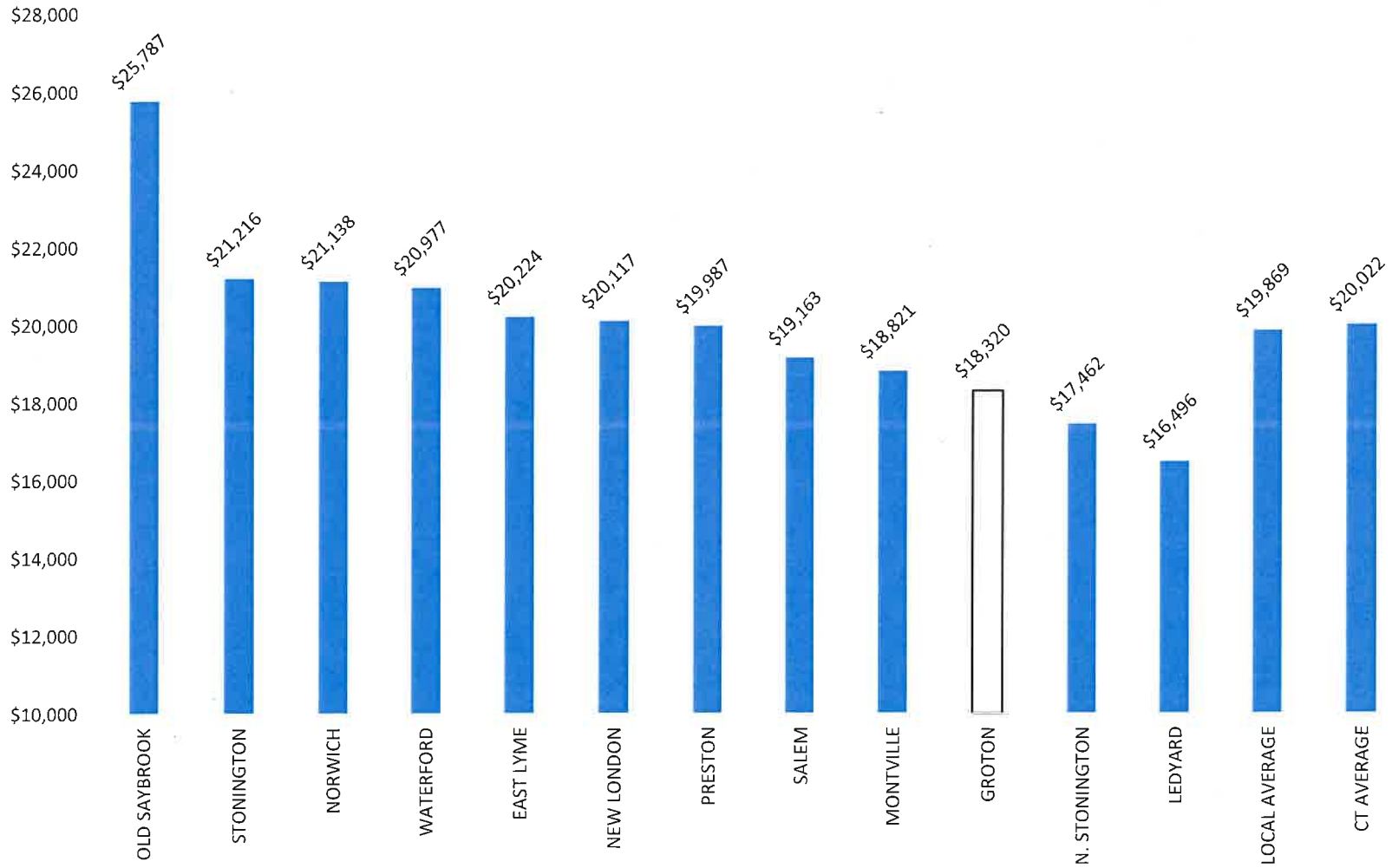
School Year	Budget Total	Inc/(Decr)	% Increase
FY2016-2017	76,468,239	(262,000)	(0.34%)
FY2017-2018	76,468,239	-	0.00%
FY2018-2019	76,485,922	17,683	0.02%
FY2019-2020	77,438,090	952,168	1.24%
FY2020-2021	77,438,090	-	0.00%
FY2021-2022	77,438,090	-	0.00%
FY2022-2023	79,157,271	1,719,181	2.22%
		Seven Year Average	0.50%

Expenditure per Pupil (NCEP per CSDE)

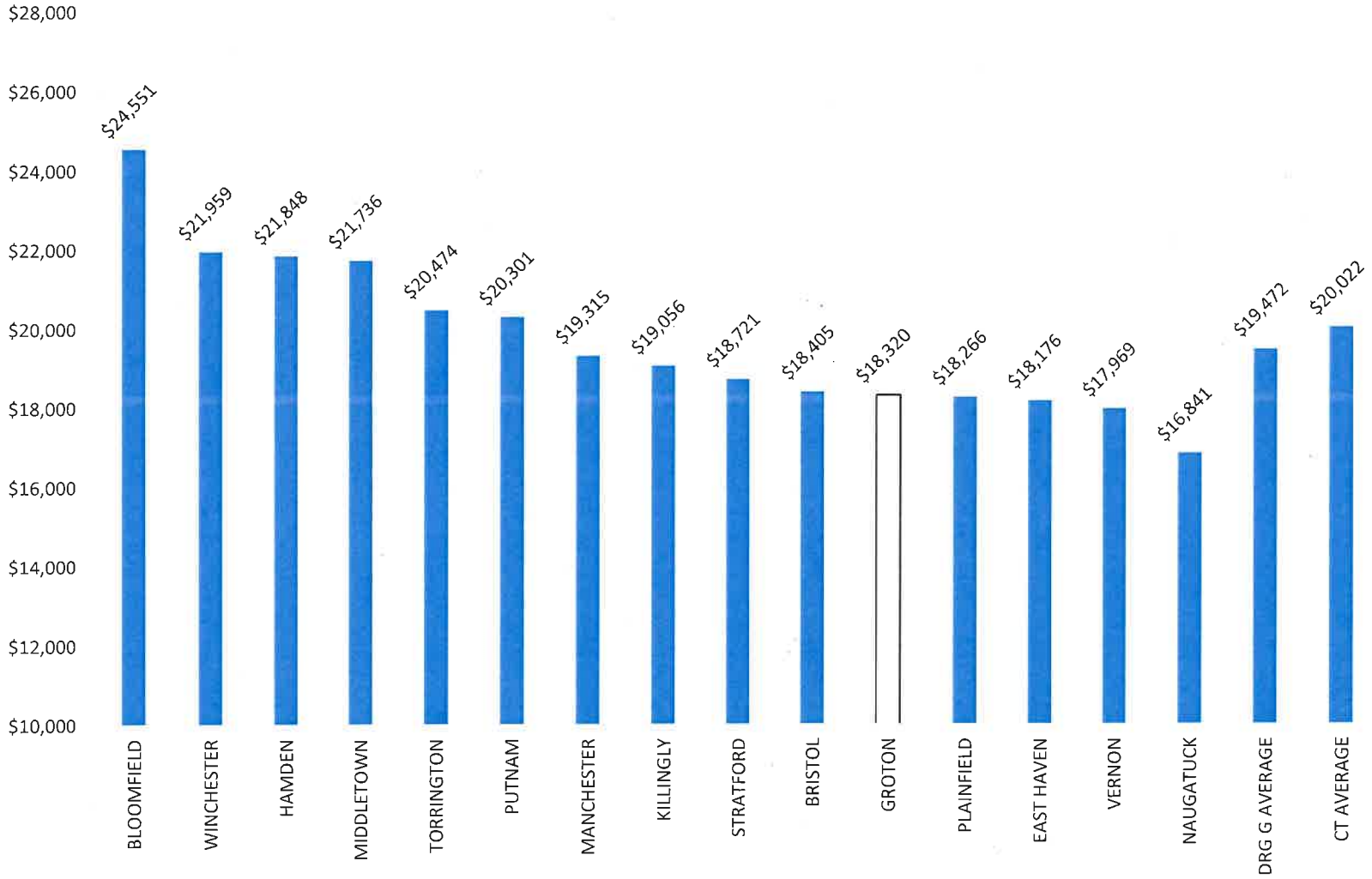
School Year	Groton	CT Avg	Variance
FY2016-2017	$15,812.77	$16,564.06	$(751.30)
FY2017-2018	$16,207.50	$16,988.40	$(780.90)
FY2018-2019	$16,304.32	$17,438.69	$(1,134.37)
FY2019-2020	$16,476.84	$17,747.88	$(1,271.04)
FY2020-2021	$17,692.91	$19,011.22	$(1,318.31)
FY2021-2022	$18,319.73	$20,021.80	$(1,702.07)
FY2022-2023 estimate*	$17,906.36	Not yet available	

* Calculated from budget using actual FY23 enrollment

2021-22 Average Cost per Student (Local Districts)



2021-22 Average Cost per Student (District Reference Group G)



Board of Education Grants Revenue

	Time Period	FY24
Categorical Grants		
Federal Education Grants (ESEA)	Annual	1,007,489
Carl Perkins (Vocational Education)	Annual	70,047
School Readiness (Early Childhood)	Annual	532,002
IDEA (Federal Special Education grant)	Annual	1,227,570
Bilingual Education (Bilingual education)	Annual	7,853
DOD Supplemental Impact Grant (Tech. Equip)	Annual	400,000 est
Alliance District	Annual	0
Total Categorical Grants		**3,244,961**
Competitive Grants		
DoDEA-STEM Grant K-5, 9-12 (STEM grant for military schools)	FY19-23	0
DoDEA-Health/STEM Pathways	FY22-26	183,282
DoDEA-World Language	FY23-27	103,440
Nita M. Lowey 21st Century Community Learning	FY22-26	59,986
Total Competitive Grants		**346,708**
Coronavirus Grants		
CARES ACT/ESSER II		0
American Rescue Plan/ESSER III		2,993,880
American Rescue Plan/IDEA		0
ESSER II Special Education Recovery Activities		0
American Rescue Plan ESSER/Homeless Children and Youth		0
Total Coronavirus Grants		**2,993,880**
Total Grants		**6,585,549**




PARIS




BOLD

GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
JANUARY 17, 2023 @ 7:00 P.M.
REMOTE MEETING

Members Present: Chairperson-Kim Shepardson Watson, Andrea Ackerman-Vice Chairperson, Dean Antipas, William Horgan, Elizabeth Porter, Matthew Shulman, Rita Volkmann, Beverly Washington (arrived at 7:18 p.m.), Jay Weitlauf

Also Present: Susan Austin, Phil Piazza, Denise Doolittle, Clint Kennedy, Ken Knight, Sam Kilpatrick

I. Chairperson Shepard Watson called the meeting to order at 7:00 p.m.

II. Budget Session

a. Mr. Knight gave an overview of the following sections of the proposed 2023-2024 budget:

- 1310 High School Completion
- 1320 Adult Education - Mrs. Watson suggested discussion of Adult Education at a COW meeting.
- 1205 Preschool age 3-5
- 1210 SPED Summer School PreK-12
- 1220 Other Special Instruction K-12
- 1230 Special Education K-12
- 1250 Blind K-12
- 1280 Hearing Impaired K-12
- 2101 Support Services – SPED CO
- 2110 Social Work Services K-12
- 2120 Guidance Services 6-12
- 2130 Health Services K-12
- 2140 Psychological Services K-12
- 2150 Speech and Language Services PreK-12
- 4110 Tuition – this item was tabled until data is updated.

III. Adjournment

MOTION: Ackerman, Volkmann: To adjourn at 8:54 p.m.
PASSED - UNANIMOUSLY

P 6172.7

Instruction

Mentoring Programs for Students

The Board of Education (Board) believes that effective mentoring of students by appropriately screened members of the community can contribute to a students' success in school. Mentoring is a structured and trusting relationship that brings together students with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the mentee.

Groton Public School's mentoring program shall meet the "Core Program Quality Standards," listed below and promulgated by the Connecticut Mentoring Partnership of the Governor's Prevention Partnership.

1. Trained program director,
2. Mentor screening/background checks,
3. Mentor training,
4. Criteria/process to determine mentor/mentee match,
5. On-going mentor supervision and support, and
6. Program evaluation.

The Board believes that responsible mentoring can take many forms, including traditional mentoring involving one adult to one young person, group mentoring involving one adult with a small group of young people, team mentoring involving several adults working with small groups of young people, peer mentoring involving caring youth mentoring other youth.

The Superintendent or his/her designee shall establish procedures for the operation of mentoring programs within the aforementioned "Quality Standards."

Legal Reference: Connecticut General Statutes

10-221 Boards of education to prescribe rules, policies and procedures.

Policy Adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Instruction

Mentoring Programs for Students

The following procedures will be used in the operation of the District's mentoring program for students.

Establishing Mentoring Programs

1. **Appointment of Trained Program Director**

   A District and/or Mentor Director shall be appointed who has the training and knowledge to implement a quality program. The director will provide support for the mentors entering the program and will assure the safety of youth. The director will attend the training provided by the Connecticut Mentoring Partnership.

2. **Mentee Selection**

   Potential mentees will have specific needs including, but not limited to, the following:

   - Is unmotivated or unchallenged
   - lacks adult support
   - experiences poor peer relationships
   - struggles with academics
   - seeks inappropriate attention
   - has poor school attendance

   Potential mentee(s) will demonstrate a desire to participate in the program and be willing to abide by all Groton Public Schools policies and procedures.

   The District will obtain parental/guardian permission for the mentee to participate in the program.

3. **Mentor Recruitment/Screening/Background Check**

   Mentors will be recruited as a function of mentee need.

   All potential mentors must be screened. Written applications shall be used to facilitate the review process. Face-to-face interviews shall be conducted. Reference and background checks shall be conducted as for new hires of the District.

4. **Mentor Training**

   An initial two-hour training for mentors is required to ensure understanding of roles and responsibilities, guidelines, confidentiality and liability, and the avenue of reporting suspected abuse of mentee.

   Ongoing trainings will be held to address additional concerns. Topics may include: communication skills, alcohol, tobacco, or other drugs; cultural diversity, problem solving, goal setting.

5. Criteria/Process to Determine Mentor/Mentee Match

At the beginning of the program, a process and criteria to match mentors and mentees will be established. Matching criteria may take into consideration some or all of the following: gender, age, language requirements, availability, needs, interests, preferences of mentor and mentee.

6. On-going Mentor Supervision and Support

Regular contact between the program coordinator and each mentor to allow the mentor to discuss concerns of the relationship will be provided. Contact should occur bi-weekly early in the program and then progress to a less frequent schedule.

Supervision and support may consist of, but not be limited to, mentor support groups, brown bag seminars, mentor recognition programs, and established methods of communication (website, email, phone, regular mail).

7. Program Evaluation

Evaluation must be program specific, depending on the program's mission and objectives.

Indicators of program implementation viability and volunteer fidelity, such as training hours, meeting frequency, and relationship duration must be selected.

8. Other Considerations

- Recognizing the contribution of all program participants
- Conducting of Sponsor recognition events
- Making the community aware of the contributions made by mentors, mentees, supporters, and providers of funds
- Soliciting feedback from mentors and mentees regarding their experiences
- Ensuring that mentors, mentees, and parent/caregivers understand program policy
- Establishing a process to identity students needing mentors
- Ensuring that parents approve the participation of their child in the mentoring program
- Determining when, where, and how often the mentoring activities shall occur, including the loss of instructional time and the requiring that all mentoring activities be held on campus unless approved in advance by the building principal or designee
- Ensuring that mentors do not transport mentees
- Conducting outreach to community partners to share mentor opportunities and recruit new mentors

Regulation approved:

GROTON PUBLIC SCHOOLS
Groton, Connecticut

Groton Public Schools
Curriculum Map

INTRODUCTION

Course Title: Naval Science One (NS-1)
Curriculum Area and Grade: Navy National Defense Cadet Corps (NNDCC)/NJROTC

Course Purpose:
The Naval Science One course is a study of basic naval orientation, citizenship and government, leadership skills, and wellness, fitness, and first aid. The curriculum includes two areas of study: (1) the Cadet Field Manual with an introduction to military drill, uniforms, military customs, and courtesies, and (2) the introduction to NJROTC with the history of JROTC, citizenship, and laws-authority-responsibility. Cadets will study leadership skills, behavioral sciences, personal and group motivation and relationships.

Major Learning Goals and Understandings:
Student Learning Expectation(s): • Navy Junior Reserve Officers Training Corps—its background, mission, curriculum, and activities, as well as its benefits to cadets. • Learn how to think about your career and your life goals. • Become a better leader by learning how to be a good follower. Understand the principles of leadership and how you can become a successful leader • Understand what it means to be a citizen of the United States, a representative democracy

Units/Theme/Concept and # of Weeks Quarter = 9 weeks, Semester=18 weeks, Trimester= 12 weeks, Year=36 weeks --- usually spread over 40 weeks	
Unit 1- NJROTC and Your Future	Unit 2 - Leadership Skills
Unit 3 - Citizenship and American Government	Unit 4 - The US Navy
Unit 5 – Wellness, First Aid, Geography and Survival Skills	Unit 6 – General Military Training (GMT)

Mappers/Authors: LCDR Terance Henkle USN-Ret
Date Approved:

Unit 1 - NJROTC and Your Future			
Grade: 9	**Subject:** NNDCC/NJROTC	**Course:** Naval Science One (NS 1)	**Length of Unit:** 6 weeks

Attachment #12

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- Cadet Reference Manual
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know:	The students will be able to explain or define:
1. This chapter will introduce you to the Navy Junior Reserve Officers 2. Training Corps—its background, mission, curriculum, and activities, as well as its benefits to cadets. 3. To think about your career and your life goals.	1. What is the mission of the NJROTC program? 2. What are the goals of the NJROTC program? 3. What are the Navy Core Values? 4. What does the acronym LATAR stand for? 5. Describe selecting and charting a good career path 6. Explain careers versus jobs 7. Describe career direction—getting to know yourself 8. Explain career choices 9. Explain the US Navy as a career option 10. Explain how to develop good study habits

Big Idea

- **Big Ideas**
  - Promote patriotism
  - Develop informed and responsible citizens
  - Develop a high degree of personal honor, self-reliance, self-discipline, and leadership
  - Develop respect for and an understanding of the need for constituted authority in a democratic society
  - Develop leadership potential, promote high school completion
  - Provide information on military services as a possible career

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 2 - Leadership Skills			
Grade: 9	**Subject:** NNDCC/NJROTC	**Course:** NS 1	**Length of Unit:** 6 weeks

Unit 2: Leadership Skills

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Fundamentals of Naval Leadership
- Ethics For the Junior Officer
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards	
Key Performance Expectations (Content Knowledge and Concepts/Skills)	
The students will know 1. Understand the principles of leadership and how you can become a successful leader	The students will be able to: 1. Discuss the two orientations to leadership behavior 2. Define the four leadership styles 3. Identify the primary factors of the leadership situation 4. List the six traits of an effective leader

	5. Describe the personal qualities of an effective leader 6. Explain the leadership opportunities in NJROTC

Big Idea

- **Big Ideas**
  - What are the two primary orientations to leadership behavior?
  - What are the four styles of leadership?
  - What are the primary factors of the leadership situation?
  - What are the six leadership traits?
  - Which of CNO Anderson's leader qualifications best describes you?

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 3 - Citizenship and American Government

Grade:	Subject:	Course:	Length of Unit:
9	NNDCC/NJROTC	NS-1	6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Understand what it means to be a citizen of the United States, a representative democracy 2. Understand the Declaration of Independence and the Constitution, with the Bill of Rights and the other amendments 3. Understand how the US armed forces are organized under the control of elected and appointed civilian leaders	1. Explain authority and laws 2. Define your role as a citizen—your rights and responsibilities 3. Discuss the role of government 4. Discuss the Declaration of Independence 5. Explain the United States Constitution 6. Describe the Bill of Rights 7. Review the other constitutional amendments 8. Explain the defense structure of the United States 9. Describe the organization of the US Navy 10. Discuss the roles of the US Army and Air Force 11. To whom do the United States armed forces answer? 12. Who are the Joint Chiefs of Staff? 13. What is the mission of the US Navy? 14. Explain the difference between operating forces and the shore establishment. 15. Which two service chiefs report to the Secretary of the Navy?

Big Idea

- **Big Ideas**
  - What are the five parts of the Declaration of Independence?
  - What was the significance of Shays' Rebellion?
  - What are the three branches of the United States Government?
  - What are some examples of checks and balances in the Constitution?
  - Why is the Bill of Rights important to individuals?

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 4 - The US Navy			
Grade: 9	**Subject:** NNDCC/NJROTC	**Course:** NS-1	**Length of Unit:** 6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Identify the ships of the Navy and understand how they fulfill the Navy mission 2. Understand the background of US Navy aviation and learn about Navy aircraft in use today	1. Explain the mission of Navy ships 2. Explain ship terminology 3. List types of Navy ships 4. Describe shipboard customs and courtesies 5. What are the three elements of the National Military Strategy? 6. What are the four parts of the Navy mission? 7. Explain the background of naval aviation 8. Describe naval aviation and missions

Big Idea

- **Big Ideas**
  - What weapon is at the center of the modern carrier battle group?
  - What is the sole mission of the Fleet Ballistic Missile Submarines?
  - What is the procedure for boarding your ship while in uniform or while out of uniform?
  - What were the two achievements of Eugene Ely?
  - What were two turning points in naval aviation during World War II?
  - What were three important developments in aircraft carriers after World War II?
  - What does the combination of letters and numbers in the C-12F Huron signify?
  - What is the Navy's primary fighter aircraft?

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 5 - Wellness, First Aid, Geography and Survival Skills

Grade:	Subject:	Course:	Length of Unit:
9	NNDCC/NJROTC	NS-1	6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Develop a personal exercise program 2. Evaluate how diet impacts life 3. Analyze the impact sanitation and hygiene have on health 4. Assess how stress impacts your life 5. Assess the effects of drug and substance abuse on life today 6. Determine first aid procedures and apply them as needed 7. Understand the principles and tools of map reading and land navigation 8. Understand the basics of survival in several different environments	1. Classify exercises as aerobic, anaerobic, isometric, and isotonic 2. Compare the benefits of aerobic, anaerobic, isometric, and isotonic exercise 3. Identify the benefits of regular exercise 4. Determine the essential components of a good exercise program 5. Explain how calories consumed versus calories used 6. Effects body weight to health 7. Identify daily required food and portions 8. Identify sources and benefits of fiber in diet 9. Describe the importance of water 10. Explain the correlation between physical fitness and hygiene 11. Identify the physical and psychological effects of stress 12. Practice prevention of stress overload including relaxation and anger management techniques 13. Assess first aid situations 14. What are the ABCs of lifesaving steps? 15. Demonstrate life-saving skills in emergencies

Big Idea

- **Big Ideas**
  - How does aerobic exercise differ from anaerobic exercise?
  - Give an example of each.
  - List three physical benefits of regular exercise.
  - Explain how your target heart rate affects the level of intensity of the exercise you perform to improve your cardiorespiratory endurance.
  - List two ways to reduce your risk of injury when you exercise.
  - Think about what you had for breakfast.
  - How could you have balanced your calories better?
  - Do you feel you have a slow or fast metabolism?
  - How can you plan your meals with this in mind?
  - Looking at the food pyramid, what food group
  - do you need to eat more or less of?
  - Define the term metabolism.
  - What is the Good Samaritan Law?
  - What are the ABCs of lifesaving steps?
  - What are the three types of bleeding?
  - What is something you should not do when treating a fracture?

- What are the signs of shock?
- What are the three types of burns?
- How do you orient a map without using a compass?
- Why is it important to vanquish fear and panic in a survival situation?
- What is improvising, and why is it important to a survivor?
- What is a survivor's two goals?
- What are some ways a survivor can signal for help?

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 6 - General Military Training (GMT)

Grade:	**Subject:**	**Course:**	**Length of Unit:**
9	NNDCC/NJROTC	NS-1	9 weeks

NNDCC/NJROTC Standards

- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K

- Naval Ceremonies, Customs and Traditions
- Cadet Reference Manual
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. NJROTC Uniform Regulations 2. Personnel Inspection 3. NJROTC Rates/Ranks and U.S. Navy Rates/Ranks 4. Military Chain of Command 5. Military Customs, Courtesies, Etiquette and Ceremonies. 6. Orders To the Sentry 7. UCMJ 8. Code of Conduct	1. Understand how to properly wear the NNDCC/NJROTC uniform 2. Understand the rank structure within the unit and within the U.S. Navy 3. Understand the Chain of Command within the organization 4. Understand Customs, Courtesies, Etiquette and Ceremonies of the Naval Service 5. Understand the 11 General Orders of a sentry 6. Know preparatory commands for facing, marching commands as individuals, groups 7. Know how to present and march with "colors" 8. Know the grooming standards within the organization 9. Know the manual of arms with rifle or sword.

Big Idea

- **Big Ideas**
  - **See Part 2 above**

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Groton Public Schools
Curriculum Map

INTRODUCTION

Course Title: Naval Science Two (NS-2)
Curriculum Area and Grade: Navy National Defense Cadet Corps (NNDCC)/NJROTC

Course Purpose:
Prerequisite: Naval Science I or transfer from other JROTC program. This course is the even year curriculum for cadets to expand their knowledge and experience beyond the introduction to JROTC class. The curriculum includes two areas of study: (1) maritime history with studies of war at sea, the US Navy, strategy, and tactics, and (2) the nautical sciences with studies of maritime geography, oceanography-meteorology-astronomy, and physical science.

Major Learning Goals and Understandings:
Student Learning Expectation(s): • Sea power is the ability to use the sea to meet a nation's needs. • Alfred Thayer Mahan: The Influence of Sea Power Upon History, 1660–1783 • Growth of American Sea Power • Leadership (Continuing) • Nautical Sciences that support maritime operations

Units/Theme/Concept and # of Weeks Quarter = 9 weeks, Semester=18 weeks, Trimester= 12 weeks, Year=36 weeks --- usually spread over 40 weeks	
Unit 1- Maritime History (Up to 1865)	Unit 2 - Maritime History (1884 to present day)
Unit 3 – Leadership II (Cont.)	Unit 4 – Nautical Science (Maritime Geography, Oceanography and Meteorology)
Unit 5 – Nautical Science (Meteorology, Astronomy and Physical Science)	Unit 6 – General Military Training (GMT)

Mappers/Authors: LCDR Terance Henkle USN-Ret
Date Approved:

Unit 1 - Maritime History (Up to 1865)			
Grade: 10	**Subject:** NNDCC/NJROTC	**Course:** Naval Science Two (NS 2)	**Length of Unit:** 6 weeks

Attachment #13

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Influence of Sea Power Upon History
- Sea Power: A Naval History
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know:	The students will be able to explain or define:
1. Influence of Sea Power on Western Civilization 2. The American Revolution,1775-1783 3. The Growth of American Sea Power 4. The Civil War, 1861-1865	1. Sea power played a significant role in the development of early Western civilization. 2. The defeat of the enemy's fleet kept it from supplying its land forces. 3. Early Seafarers explored all navigable waters for trade and commerce 4. Factors that influenced whether a country developed into a sea power 5. What is meant by a nation's sea power 6. How did navies start? 7. How did sea power influence the American Revolution? 8. When was the US Navy and U.S. Marine corps established? 9. What was the Navy act of 1794? 10. The growth of US maritime commerce influenced a growth of the US Navy 11. What were some of the major naval developments during America's civil war?

Big Idea

- **Big Ideas**
  - Why was the Mediterranean such an influence for nations building navies?
  - What countries or the dominant naval forces in the Mediterranean?
  - What was the age of discovery?
  - Why did England become such a successful naval power?
  - When was the naval forces of the US Navy and U.S. Marine Corps established?
  - Where were the first US Navy battles fought during the American Revolution?
  - Who were the Navy leaders in the early days of the American Revolution?
  - What was are the major navy battles during the American Revolution
  - Why was there conflict between Tripoli and the barbary pirates
  - What was the reason for the War of 1812?
  - What was the naval strategy during the war of 1812?

- What were the two different economies that developed in the north and in the South?
- What was the naval strategy for northern naval forces during the civil war?
- What were the southern naval forces strategies?

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 2 - Maritime History (1884 to present day)

Grade:	**Subject:**	**Course:**	**Length of Unit:**
10	NNDCC/NJROTC	NS 2	6 weeks

Unit 2: Leadership Skills

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Influence of Sea Power Upon History
- Sea Power: A Naval History
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards	
Key Performance Expectations (Content Knowledge and Concepts/Skills)	
The students will know 1. Why was it important to establish a naval training center? 2. Why is RADM Alfred Mahan important in the influence of Sea Power? 3. Why was there a need to rebuild the US Navy after the civil war? 4. How did the US Navy's influence grow during this time? 5. What naval vessels were most "feared" during World War One? 6. What happened to naval forces between WWI and WWII? 7. What was the US policy during WWII for naval forces? 8. What were US naval policies during 1950 – 1969? 9. What were the US naval policies during the Cold War Era?	The students will be able to: 1. Discuss the need to continue to train naval personnel 2. Navy Act that Congress eventually passed in 1794 provided for only six frigates 3. US merchantmen and sailor were being held ransom by the barbary pirates 4. Know the major naval battles of 1812 5. How clipper ships influence trade with the orient 6. Admiral Perry's influence with Japan 7. The Influence of Sea Power upon History, 1660-1783, 8. Major naval vessels and conflicts used battleships 9. Naval inventions(s) for 100 years 10. What two events nearly caused the United States to go to war with Germany in 1915 and 1916? 11. Last major battleship battles were during Jutland 12. Naval aviation has evolved between the wars. 13. Last of the great battleships 14. Establish treaties limiting the size and armament of warships during the interwar years 15. Two naval strategies and policies during WWII 16. Unification of the Services 17. The Truman Doctrine, the Marshall Plan, and the Cold War 18. Korea, Cuban Missile Crisis, Vietnam naval strategies 19. The Cold War and naval technology

Big Idea

- **Big Ideas**
  - The invention of the submarine
  - What was the significance of the battle between the USS Monitor and CSS Virginia?
  - Naval Blockades and riverine warfare
  - What was the principal effect of the Confederate commerce raiders?
  - What were the geopolitical and strategic lessons of the Civil War regarding sea power versus land power?
  - Mahan argued that it was command of the sea that had enabled Britain to create its empire
  - The age of the Dreadnoughts through early WWII
  - Submarines, carries and airpower was the dominant force during WWII
  - Antisubmarine warfare innovations during this period
  - Island hopping was the strategy in the pacific
  - NATO was created after WWII
  - Atomic power
  - Terrorism and naval strategies with current conflicts since 1990

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 3 - Leadership (Cont.)

Grade:	Subject:	Course:	Length of Unit:
10	NNDCC/NJROTC	NS-2	6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Fundamentals of Naval Leadership
- Ethics For the Junior Officer
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. After a year of being a follower now it is time to lead. 2. Your first rule must be to set the best example possible. 3. NNDCC/NJROTC needs effective leaders in squad, platoon, company, and staff positions. 4. How can you help incoming Naval Science 1 cadets? 5. Cadets must learn to manage increasingly complex situations. 6. Key to successful leadership, is fairness. 7. Essential Qualities of Leadership 8. What is the difference between physical and moral courage?	1. Teach what they have previously learned 2. Peer to peer assistance for new members of the unit 3. Ability to see and do what must be done. 4. Leaders think independently and use initiative in their jobs. 5. Loyalty to seniors, which means a willingness to serve them reliably and well. 6. Loyalty to juniors, which means consideration for their welfare and interests. 7. Develops self-confidence with increased experience, skills, professional knowledge 8. Know their juniors to evaluate them 9. Leaders must know the capabilities of each member of their group

Big Idea

- **Big Ideas**
  - Leaders must be willing to take increased responsibility.
  - To build loyal and committed juniors it is important first to be loyal and committed to them.
  - Leaders must know the capabilities of each member of their group
  - Know people's needs and understand how these needs affect human behavior.
  - Understand, guide, and teach.
  - Listen effectively and give counsel wisely.
  - Plan.
  - Requirements to be a good leader
    - i. Courage, Physical and Moral is required to be a leader
    - ii. Honor, Honesty, and Truthfulness is required to be a leader
    - iii. Self-Confidence is required to be a leader
    - iv. Common Sense, Good Judgment, and Tact
    - v. Sense of Responsibility
    - vi. Concern for People

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 4 - Nautical Science (Maritime Geography, Oceanography and Meteorology)

Grade:	Subject:	Course:	Length of Unit:
10	NNDCC/NJROTC	NS-2	6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- Cadet Reference Manual
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)	
The students will know: 1. Why Study Geography? 2. What is Military Geography? 3. Maritime Geography of the Western and Eastern Seas 4. Oceans are the political, economic, and military lifeblood of the world. 5. Oceanography spans the past, the present, and the future of our world. 6. What is oceanography? 7. Why does our government maintain an active program of oceanographic research? 8. Undersea Landscape 9. Ocean Currents and Seawater 10. Our Atmosphere 11. Clouds and Fog	The students will be able to: 1. Know the commerce that travels the oceans. 2. Know the location of US Naval Bases 3. Why the Panama Canal still has strategic importance. 4. Know the most important military sea-lanes in the Atlantic for the United States 5. Know why is the Greenland-Iceland-United Kingdom gap important to the allies? 6. Why is the Suez Canal important to both Western Europe and the Middle Eastern nations? 7. Why is the Pacific area an important part of US Policy? 8. Know the formation of the oceans 9. Know why physical oceanography is important to naval operations 10. What is a current? 11. Know the layers of the atmosphere 12. The sun drive is the heat source for weather 13. What is a cloud made of? 14. What are the three basic clouds?

Big Idea

- **Big Ideas**
  - How much of Earth's surface is covered by water?
  - What are the various oceanography disciplines?
  - Why is the Persian Gulf important to the United States and its allies?
  - What are some of the major chock points for naval operations?
  - Why is keeping the sea lanes open for commerce important to the US?
  - What are the five layers of the atmosphere?
  - Why is the jet stream important to military operations?
  - What occurs as water ascends into the atmosphere?
  - Clouds are made of water.
  - Cirrus, cumulus, and stratus clouds are the three major types of clouds
  - Fog is a cloud that touches the ground

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 5 - Nautical Science (Meteorology, Astronomy and Physical Science)			
Grade: 10	**Subject:** NNDCC/NJROTC	**Course:** NS-2	**Length of Unit:** 6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Wind and Weather 2. Fronts and Storms 3. Weather Forecasting 4. Weather Satellites 5. Astronomy 6. Astronomical Observations 7. The Moon, Sun, and Planets 8. The stars 9. Physical Science	1. What causes the wind 2. Know what causes weather 3. Know how weather forecasting occurs 4. Know the types of weather satellites 5. Know astronomical object in the solar system and universe 6. Know forces, motion, and aerodynamics 7. Know buoyancy as it applies to naval operations 8. Know basic electricity 9. Know basic electronics 10. Know basic computers 11. Know basic sound and sonar

Big Idea

- **Big Ideas**
  - Wind is caused by atmospheric pressure and uneven heating of the earth.
  - Weather is created by temperature, dew point, relative humidity, and fronts
  - All military forces require meteorological support to support naval forces.
  - The Sun, stars are used for basic nautical navigation
  - The sun and moon influence the tides which are critical for naval operations.
  - The understanding of Newton's law is important for ship or aircraft maneuvering
  - Electronics, computers, sound, sonar, and radar are important systems used by the US Naval forces

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research

- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 6 - General Military Training (GMT)			
Grade: 10	**Subject:** NNDCC/NJROTC	**Course:** NS-2	**Length of Unit:** 9 weeks

NNDCC/NJROTC Standards

- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- Naval Ceremonies, Customs and Traditions
- Cadet Reference Manual
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
• NJROTC Uniform Regulations • Personnel Inspection • NJROTC Rates/Ranks and U.S. Navy Rates/Ranks • Military Chain of Command • Military Customs, Courtesies, Etiquette and Ceremonies. • Orders To the Sentry • Code of Conduct • UCMJ	○ Understand how to properly wear the NNDCC/NJROTC uniform ○ Understand the rank structure within the unit and within the U.S. Navy ○ Understand the Chain of Command within the organization ○ Understand Customs, Courtesies, Etiquette and Ceremonies of the Naval Service ○ Understand the 11 General Orders of a sentry ○ Know preparatory commands for facing, marching commands as individuals, groups ○ Know how to present and march with "colors" ○ Know the grooming standards within the organization ○ Know the manual of arms with rifle or sword.

Big Idea

- **Big Ideas**
  - **See Part 2 above**

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling

- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Groton Public Schools
Curriculum Map

INTRODUCTION

Course Title: Naval Science Three (NS-3)
Curriculum Area and Grade: Navy National Defense Cadet Corps (NNDCC)/NJROTC

Course Purpose:
Prerequisite: Naval Science I or transfer from other JROTC program. This course is the odd year curriculum for cadets to expand their knowledge and experience beyond the introduction to JROTC class. The curriculum includes two areas of study: (1) naval knowledge with studies of sea power, national security, military law, and laws of the sea, and (2) naval skills with studies of shipboard life, seamanship, rules of the road, and navigation.

Major Learning Goals and Understandings:
Student Learning Expectation(s): • Students will understand how sea power is used for our national security • Students will learn the basics of naval operations • Students will understand the different warfighting organizations and their purpose in the US Navy. • Understand how a naval warship operates 24/7 • Become a better leader by with increased responsibilities. Increase understanding of the principles of leadership and how you can become a successful leader

Units/Theme/Concept and # of Weeks Quarter = 9 weeks, Semester=18 weeks, Trimester= 12 weeks, Year=36 weeks --- usually spread over 40 weeks	
Unit 1- Sea Power and National Security	Unit 2 – Naval Operations and Support Functions
Unit 3 – Naval Weapons	Unit 4 – Modern Naval Warfare
Unit 5 – Shipboard Organization and Watchstanding	Unit 6 – General Military Training (GMT)

Mappers/Authors: LCDR Terance Henkle USN-Ret
Date Approved:

Unit 1 - Sea Power and National Security			
Grade: 11	**Subject:** NNDCC/NJROTC	**Course:** Naval Science Three (NS 3)	**Length of Unit:** 6 weeks

Attachment #14

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Sea Power: A Naval History
- Influence of Sea Power Upon History
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know:	The students will be able to explain or define:
1. The Importance of Sea Power 2. The U.S. Merchant Marine 3. Grand Strategy 4. U.S. Strategy and the Navy 5. National Security and Modern Conflict	1. What two major political developments since World War II have increased the importance of the oceans? 2. In what five ways does the U.S. merchant marine contrib-ute to national defense? 3. Why is the U.S. merchant marine an important part of U.S. Sea power? 4. What governs U.S. grand strategy? 5. What are the four traditional core principles upon which 6. U.S. grand strategy has always been based? 7. What are joint operations? 8. What are combined operations? 9. What are the seven subdivisions of modern U.S. Navy and other military service command and control systems? 10. What are the three naval warfare areas? 11. What is the mission of the Navy? 12. What is the Navy's two basic functions? 13. What are the functional roles of the U.S. Navy? 14. What is our nation's strategic nuclear triad? 15. How may selective use of military force limit wars or reduce the danger of major power confrontations? 16. Why are naval and air operations less risky than ground force invasion? 17. What are the nine principles of war? 18. What is general war? 19. What are the three basic considerations in evaluating an external threat? 20. What main factors affect a nation's national strategy?

Big Idea

- **Big Ideas**
  - U.S. Navy is responsible for three functioning strategies: strategic nuclear deterrence, deployment of overseas forces, and security of the sea lines of communication
  - Sea Power: "the sum of a nation's capabilities to implement its interests by using the ocean areas for political, economic, and military activities in peace or war in order to attain national objectives."
  - The main components of sea power, he stated, are naval power, ocean science, ocean industry, and ocean commerce.
  - 80 percent of all world trade goods are transported by water.
  - Ships engaged in commerce that carry goods and liquids from one place to another over the world's oceans and water- ways
  - National strategy there are political, economic, diplomatic, legal, and naval and military strategies, both inter- national and domestic.
  - All the national strategies together constitute grand strategy
  - U.S. grand strategy is governed by the Constitution, U.S. law, government policy regarding international law, and the national interest as expressed by our national security policy.
  - Military strategy involves physical violence or the threat of such violence.
  - U.S. Navy is to be prepared to con- duct prompt and sustained combat operations at sea in support of U.S. national interests.

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 2 - Naval Operations and Support Functions			
Grade: 11	**Subject:** NNDCC/NJROTC	**Course:** NS 3	**Length of Unit:** 6 weeks

Unit 2:

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know	The students will be able to:
1. Naval Operations 2. Naval Communications 3. Naval Intelligence 4. Naval Logistics 5. Naval Research and Development	1. As set forth in Sea Power 21, what are the three concepts that will underlie all naval operations in the twenty-first century? 2. What is communication? 3. What is "naval communications"? 4. What are military intelligence and political intelligence? 5. What is the difference between information and intelligence? 6. What are the five steps in the intelligence process? 7. What are the six basic national intelligence sources? 8. What kind of information is naval intelligence primarily interested in collecting? 9. What is a military attaché? 10. What are the seven principles of logistics that must be reflected in logistics planning at all levels? 11. When did modern logistics begin? 12. What is the relationship between strategy, tactics, and logistics? 13. What is the mission of the Office of Naval Research? 14. What kinds of research does the Naval Research Laboratory do? 15. What is DARPA?

Big Idea

- **Big Ideas**
  - Military operations require understanding of the overall strategy and then broken down to individual naval forces
  - Effective communications are required to support naval forces weather through radio, satellite or visual
  - Intelligence is gathering, understanding, and reviewing various sources to exploit the enemy
  - Various military and civilian organization collect intelligence
  - Intelligence is based on a need-to-know basis
  - All forces require food, water and supplies to sustain operations for naval forces.

- US Navy needs to develop advanced technologies through research to support naval forces.

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 3 - Naval Weapons			
Grade: 11	**Subject:** NNDCC/NJROTC	**Course:** NS-3	**Length of Unit:** 6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Naval Weapons 2. Naval Ship and Aircraft Guns 3. Navy Ship, Submarine, and Aircraft Missiles 4. Laser Weapons and Rail Guns	1. What is a weapon system? 2. What must a weapon system include? 3. When did the attack carrier supersede the battleship as the principal fleet unit? 4. What is the general term used for weapons and related physical equipment? 5. What are the distinct types of guns on a naval vessel? 6. What does the fuse in a projectile do? 7. What is a projectile, and what are its three main parts? 8. What are the three classes of naval gun projectiles? 9. What is the purpose of rifling in a gun barrel? 10. What are the two types of ammunition used in modern naval guns? 11. How do homing torpedoes operate? 12. What are the types of missiles in the naval forces? 13. What Navy missile is a part of the nation's strategic nuclear triad? 14. What are the four basic parts of a guided missile? 15. What type of weapon has become the main armament on most of today's armed naval aircraft? 16. New weapon systems will used advance technology

Big Idea

- **Big Ideas**
  - What weapon is at the center of the modern carrier battle group?
  - What are the weapons systems found on naval ships are guns and missiles
  - What is the sole mission of the Fleet Ballistic Missile and Fast Attach Submarines?
  - What is the Navy's primary fighter and attack aircraft?
  - What are weapons that support naval aircraft?
  - Technology will increase the range of current weapon systems.

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 4 - Modern Naval Warfare			
Grade: 11	**Subject:** NNDCC/NJROTC	**Course:** NS-3	**Length of Unit:** 6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Cyber Warfare 2. Special Warfare 3. Mine Warfare 4. Chemical, Biological, and Nuclear Warfare	1. What are the diverse types of modern warfare? 2. What is the difference between cyber terrorism and cyber warfare? 3. What is the concern about the use of cyber countermeasures by the United States in retaliation for cyber-attacks by foreign government entities? 4. What is spyware and what is adware? 5. What is DOD's definition of special warfare? 6. What characterizes special warfare operations? 7. What is the primary special warfare force within the U.S. Navy? 8. What is the Marine Corps' special warfare organization? 9. What is the premier special operations force within the US? Army? 10. What are the three principal aspects of mine warfare? 11. How is defensive and offensive mining used? 12. What are the categories by which mines are classified? 13. What are special weapons, or weapons of mass destruction? 14. What is chemical, biological, and nuclear warfare?

Big Idea

- **Big Ideas**
  - The diverse warfare fields are specific and have unique functions for naval forces
  - Cyber terrorism is the biggest threat to our nation and naval forces
  - Special operations are specific tactical projections of power throughout the world
  - Navy SEAL and Marine Raiders are the premier Tier I naval special forces
  - Mine warfare consists of diverse types of mines that can be used offensively or defensively
  - CBN warfare has been used throughout history
  - Know the various type of chemical, biological agents
  - CBN has specific cleanup and protection procedures for naval forces
  - CBN has an agenda of causing mass casualties.

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 5 - Shipboard Organization and Watchstanding

Grade:	Subject:	Course:	Length of Unit:
11	NNDCC/NJROTC	NS-3	6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Shipboard Organization 2. Shipboard Watches	1. What are the three meanings for a "watch" in the Navy? 2. What do the eleven general orders of the sentry embody? 3. What are the readiness conditions for Navy ships? 4. When is each readiness condition set? 5. How many watch sections might a ship have during peacetime 6. What are the responsibilities of a command duty officer? 7. What are the responsibilities of the officer of the deck? 8. What are the responsibilities of the officer of the deck? 9. What are the two basic types of enlisted watches in a topside underway section? 10. Who is the main enlisted assistant to the OOD on the bridge when under way? 11. What do lookouts report during their watches? 12. What are the duties of the QMOW? 13. Where is the primary shipboard watch station in port?

Big Idea

- **Big Ideas**
  - How is a naval ship organized?
  - Who has ultimate command?
  - What are the major departments found on a naval vessel?
  - Who runs each major department on a naval vessel?
  - What are the watch sections aboard a naval vessel?
  - The 11 general orders are required for the safe operations of naval forces
  - Material conditions are required for safe navigation during different conditions of the marine or operational environment

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research

- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 6 - General Military Training (GMT)			
Grade: 11	**Subject:** NNDCC/NJROTC	**Course:** NS-3	**Length of Unit:** 9 weeks

NNDCC/NJROTC Standards

- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- Naval Ceremonies, Customs and Traditions
- Cadet Reference Manual
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. NJROTC Uniform Regulations 2. Personnel Inspection 3. NJROTC Rates/Ranks and U.S. Navy Rates/Ranks 4. Military Chain of Command 5. Military Customs, Courtesies, Etiquette and Ceremonies. 6. Orders To the Sentry 7. Code of Conduct 8. UCMJ	1. Understand how to properly wear the NNDCC/NJROTC uniform 2. Understand the rank structure within the unit and within the U.S. Navy 3. Understand the Chain of Command within the organization 4. Understand Customs, Courtesies, Etiquette and Ceremonies of the Naval Service 5. Understand the 11 General Orders of a sentry 6. Know preparatory commands for facing, marching commands as individuals, groups 7. Know how to present and march with "colors" 8. Know the grooming standards within the organization 9. Know the manual of arms with rifle or sword.

Big Idea

- **Big Ideas**
  - **See Part 2 above**

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Groton Public Schools
Curriculum Map

INTRODUCTION

Course Title: Naval Science Four (NS-4)
Curriculum Area and Grade: Navy National Defense Cadet Corps (NNDCC)/NJROTC

Course Purpose:
Prerequisite: Naval Science III, SNSI approval, or transfer from other JROTC program. This course is the continued study of more effective leadership and communication skills. The curriculum includes two areas of study: (1) leadership theory with studies of ethics and morals, and leadership case studies, and (2) the leadership laboratory with possible assignments to position of authority and responsibility of other cadets. Independent study by individual cadets in the areas of their interest in naval and leadership topics are required as specified by the Naval Science Instructors are included in this course.

Major Learning Goals and Understandings:
Student Learning Expectation(s): • Understand basic military law and the Uniform Code of Military Justice • Understand international law as it applies to naval vessels underway and in port. • Understand safe navigation and rules of the road. • Understand ship construction and basic damage control on a naval vessel • Personal Project approved by the Lead/SNI

Units/Theme/Concept and # of Weeks Quarter = 9 weeks, Semester=18 weeks, Trimester= 12 weeks, Year=36 weeks --- usually spread over 40 weeks	
Unit 1- Military Law	Unit 2 – International Law and The Sea
Unit 3 – Navigation and Rules of the Road	Unit 4 – Ship Construction, Damage Control, Deck Seamanship
Unit 5 – Select Senior Reading and Senior Project/Research	Unit 6: General Military Training (GMT)

Mappers/Authors: LCDR Terance Henkle USN-Ret
Date Approved:

Unit 1 - Military Law			
Grade: 12	**Subject:** NNDCC/NJROTC	**Course:** Naval Science Four (NS 4)	**Length of Unit:** 6 weeks

Attachment #15

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-3/4 Textbook)
- Ethics for the Junior Officer
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- Cadet Reference Manual
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know:	The students will be able to explain or define:
1. History of Law Codes 2. The U.S. Constitution and Military Law 3. Navy Regulations 4. Uniform Code of Military Justice (UCMJ) 5. Nonjudicial Punishment 6. Military Court Martial 7. Civil Jurisdiction and members of the armed services 8. Consequences for Other Than Honorable Discharge.	1. Why must discipline be handled in a consistent manner? 2. What is the basic difference between arrest and restriction? 3. When are service personnel subject to civil law? 4. What five judgment possibilities exist for the commanding officer after hearing a mast case? 5. What are the three types of courts-martial, in ascending order of the severity of the punishments that may be awarded? 6. What is meant by a trial by a jury of peers? 7. Why is there a separate body of military law 8. Why must naval personnel be familiar with the UCMJ? 9. What is the basic requirement of both military and civil law pertaining to individual rights? 10. Which three publications explain all matters concerning U.S. military law?

Big Idea

- **Big Ideas**
  - US service members fall under civil authority and the Uniform Code of Military Justice (UCMJ)
  - Are military service members subject to civil and military laws
  - What happens to a service member that is discharged with another than honorable discharge
  - Is military justice as fair as civil justice system

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 2 - International Law and The Sea			
Grade: 12	**Subject:** NNDCC/NJROTC	**Course:** NS 4	**Length of Unit:** 6 weeks

Unit 2:

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Ethics for the Junior Officer
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know	The students will be able to:
1. Fundamentals of International Law 2. International Law of the Sea	1. What are the official representatives of our government in foreign capitals called? 2. What is the body of rules that have evolved to regulate many of the relations between nations called? 3. What aspect of international law pertains to relations between sovereign states? 4. How does the U.S. Constitution regard international treaties?

3. The Law of War at Sea 4. Geneva Conventions	5. What is diplomacy? 6. Where did the principles of early international law originate? 7. What are internal or inland waters? 8. What are territorial waters? 9. What are archipelagic waters? 10. What are contiguous zones? 11. What are exclusive economic zones? 12. A. What is meant by the term innocent passage? 13. What is a significant difference between land and sea warfare as regards private and neutral property? 14. Under the rules of warfare, what places, institutions, and ships are supposed to be exempt from attack? 15. What are the Hague Convention rules concerning mines? 16. What is the basic purpose of the rules of warfare? 17. Under international law, what is the legal status of a war- ship when in a foreign port? 18. What is the legal status of the officers and crew of a Navy ship on leave or liberty in a foreign port? 19. Whys does the preservation of law and order on the high seas fall within the scope of international law? 20. What requirements must be met under international law in order for a ship to be considered a warship? 21. Students will understand the four treaties and associated protocols for the Geneva Convention as a military service member.

Big Idea

- **Big Ideas**
  - Students will understand that within a conflict there are rules and treaties in place to protect non-combatants and to protect forces that have surrendered

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 3 – Navigation ad Rules of the Road

Grade:	Subject:	Course:	Length of Unit:
12	NNDCC/NJROTC	NS-4	6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-4 Textbook)
- Knight's Modern Seamanship
- Dutton's Navigation and Piloting
- Navigation Rules, International-Inland
- Seamanship: Fundamentals for The Deck Officer
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Introduction to Navigation 2. Marine Navigation 3. Aids to Navigation 4. Nautical Rules of the Road	1. What is navigation? 2. Who operates and maintains the GPS system? 3. What are aids to navigation? 4. What are the three principal phase characteristics of navigational lights? 5. What is the purpose of buoys and beacons? 6. What is the purpose of the rules of the road? 7. What running lights must a vessel show at night and in poor visibility conditions by day? 8. What are the two sets of rules governing the nautical rules of the road?

Big Idea

- **Big Ideas**
  - What is latitude?
  - What is longitude?
  - What are running lights?
  - What are navigational buoys or beacons?
  - What are the rules of the road for all vessels?

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 4 - Ship Construction, Damage Control, Deck Seamanship			
Grade: 12	**Subject:** NNDCC/NJROTC	**Course:** NS-4	**Length of Unit:** 6 weeks

NNDCC/NJROTC Standards

- Introduction to the Navy Junior Reserve Officer Training Corps (NS-1 Textbook)
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. Deck Seamanship 2. Marlinspike Seamanship 3. Anchoring, Mooring, and Underway Replenishment 4. Small Boat Seamanship 5. Knight's Modern Seamanship 6. Dutton's Navigation and Piloting 7. Navigation Rules, International-Inland 8. Seamanship: Fundamentals for The Deck Officer	1. What is deck seamanship? 2. Which shipboard department is concerned with seamanship as its primary duty? 3. What is marlinspike seamanship? 4. What is the distinction between line and rope in the Navy? 5. What is the equipment associated with anchoring called? 6. What is the machinery used to weigh the anchor and its cable called? 7. What are the parts of a boat/ship?

Big Idea

- **Big Ideas**
    - This unit is the safe handling and navigation of small and large vessels

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities

- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 5 – Select Readings and Senior project			
Grade: 12	**Subject:** NNDCC/NJROTC	**Course:** NS 4	**Length of Unit:** 6 weeks

Unit 2:

- NS-4, Selected Readings in Naval Leadership For The NJ Student
- Ethics for the Junior Officer
- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Unit Standards

Key Performance Expectations (Content Knowledge and Concepts/Skills)

The students will know	The students will be able to:
1. Thinking Ethically 2. Leadership Group Dynamics 3. Positive Leadership Techniques 4. Leading by Example 5. Criticism and the Naval Officer 6. Effective Communication 7. Communication a Two-way Exchange 8. Avoiding Communication Pitfalls	1. Leaders are challenged to exercise an ethical code. 2. Leaders must preserve the practice of telling the truth. 3. Leaders are not only required to act properly in accordance with "Standards of Conduct" regulation, they are expected to know them so well they can recognize unethical behavior in others. 4. Try to use the chain of command to resolve problems. 5. An indifferent attitude by leaders toward alcohol and drug abuse cannot be tolerated. Adequate education and training must be conducted. 6. The organization's climate can adversely affect all aspects of operations and spill over into member's personal lives. 7. Religious, racial, sexual, and ethnic biases are not ethical whether they are the basis for positive or negative personnel action. 8. Treat others as you would like to be treated. 9. Don't talk negatively about anyone in front of his or her peers, especially when they are not present. 10. What influences people in a group? 11. A command must be definite. 12. A command must be positive. It must be given in a tone of voice that leaves no doubt that it is to be executed.

	13. The leader must look at subordinates when giving them a command. 14. A command must be concise. It must not be so long or involved that it cannot be remembered.

- **Big Ideas**
  - Leadership starts with first being a follower. Overtime, whether an enlisted or officer there will be greater responsibility to lead people within your unit or organization.
  - Leadership can be defined as Giving commands, Giving orders, Getting cooperation, Establishing discipline, Improving morale that is low because of feelings of insecurity, Improving morale that is low because of feelings of lack of recognition and Properly using organization and administration

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction

Unit 6 - General Military Training (GMT)			
Grade: 12	**Subject:** NNDCC/NJROTC	**Course:** NS-4	**Length of Unit:** 9 weeks

NNDCC/NJROTC Standards

- Cadet Field Manual (11th Edition revised) NAVEDTRA 37116-K
- The Bluejacket's Manual

Part 2 – Standards

Key Performance Expectations (Content Knowledge and Concepts / Skills)

The students will know:	The students will be able to:
1. NJROTC Uniform Regulations 2. Personnel Inspection 3. NJROTC Rates/Ranks and U.S. Navy Rates/Ranks 4. Military Chain Of Command 5. Military Customs, Courtesies, Etiquette and Ceremonies. 6. Orders To The Sentry 7. Code of Conduct 8. UCMJ	1. Understand how to properly wear the NNDCC/NJROTC uniform 2. Understand the rank structure within the unit and within the U.S. Navy 3. Understand the Chain of Command within the organization 4. Understand Customs, Courtesies, Etiquette and Ceremonies of the Naval Service 5. Understand the 11 General Orders of a sentry 6. Know preparatory commands for facing, marching commands as individuals, groups 7. Know how to present and march with "colors" 8. Know the grooming standards within the organization 9. Know the manual of arms with rifle or sword.

Big Idea

- **Big Ideas**
  - **See Part 2 above**

Part 3 – Common Unit Assessments

- NNDCC academics
- Formative and Summative assessments
- Self-assessment: Review / grade own work; reflections
- Peer assessment: Peer feedback/input
- Personal Inspection
- Drill (not drill teams)
- Projects/Homework/Research
- Physical fitness participation.

Part 4 – Common / Assured Learning Experiences

Students will participate in:

- Group activities
- Modeling
- Peer assessment
- Monitoring, guidance, support
- Student-led class presentations
- Field work
- Encourage student leadership and teaching
- Direct instruction