GROTON BOARD OF EDUCATION REGULAR MEETING MARCH 25, 2024 @ 6:00 P.M. TOWN HALL ANNEX, CR1/HYBRID

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. <u>CALL TO ORDER</u>
 - A. Pledge of Allegiance
- II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS
 - A. Board Member Appreciation Month
- III. COMMENTS FROM CITIZENS RE: AGENDA ITEMS AND OTHER SUBJECTS OF CONCERN THAT LIE WITHIN THE JURISDICTION OF THE BOARD OF EDUCATION This is the portion of the agenda where the Board welcomes comments from citizens. Each presentation should be limited to five minutes or less, and citizens should, if possible, submit written comments. Presentations should be related to matters pertinent to Groton. Board members will only ask questions in order to clarify the speaker's presentation and cannot respond during the Comments of Citizens' portion of the Board meeting. Citizens should make their presentations from the podium and state their names and addresses for the record.
- IV. RESPONSE TO COMMENTS FROM CITIZENS
- V. <u>STUDENT REPRESENTATIVE REPORT</u>
- VI. <u>SUPERINTENDENT AND ADMINISTRATION REPORTS</u>
 - A. Superintendent & Assistant Superintendent Report
 - 1. Spring State Testing 2024
 - B. Reports and Information from the Staff
 - 1. Director of Finance
 - Object Code Summary FY24 (Attachment #1)
 - Health Insurance Report (<u>Attachment #2</u>)
 - Utilities Report (<u>Attachment #3</u>)
 - 2. Director of Buildings and Grounds
 - Update re: School Facilities

VII. COMMITTEE REPORTS

- A. Policy
- B. Curriculum
- C. Finance/Facilities
- D. Other
 - LEARN
 - Athletic Fields
 - Trails
 - Library
 - Permanent School Building Committee

VIII. <u>ACTION ITEMS</u>

- 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 special meeting minutes of February 22, 2024 (Attachment #4)
 - 2. Approval of the special meeting minutes of February 23, 2024 (Attachment #5)
 - 3. Approval of the regular meeting minutes of February 26, 2024 (Attachment #6)
 - 4. Acceptance of Gifts
 - Linda Johansen has donated \$2,000 to Groton Public School's Food Services Department to be applied to the district's lunch debt.

B. Old Business

1. Discussion and possible action regarding bylaw 9324 Meeting Conduct and Parliamentary Procedures as a second reading (<u>Attachment #7</u>)

MOTION: To approve bylaw 9324 Meeting Conduct and Parliamentary Procedures as a second reading.

2. Discussion and possible action regarding policy P 3240 Tuition Fees as a second reading (Attachment #8)

MOTION: To approve policy P 3240 Tuition Fees as a second reading.

3. Discussion and possible action regarding policy P 5112 Ages of Attendance as a second reading (Attachment #9)

MOTION: To approve policy P 5112 Ages of Attendance as a second reading.

C. New Business

1. Discussion and possible action regarding a first reading of policy P 5141.5 Suicide Prevention/Intervention (Attachment #10)

MOTION: To approve policy P 5141.5 Suicide Prevention/Intervention as a first reading.

VIII. ACTION ITEMS (cont'd)

- C. New Business (cont'd)
 - 2. Discussion and possible action regarding a first reading of policy P 6146 Graduation Requirements (Attachment #11)

MOTION: To approve policy P 6146 Graduation Requirements as a first reading.

3. Discussion and possible action regarding approval of June 14, 2024 as the graduation date for the 2023-2024 school year

MOTION: To approve June 14, 2024 as the graduation date for the 2023-2024 school year.

4. Discussion and possible action regarding the implementation of the Healthy Food Option.

MOTION: Pursuant to C.G.S. Section 10-215f, the Groton Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.

5. Discussion and possible action regarding food and beverage exemptions.

MOTION: The Groton Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met:

- 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend;
- 2) the sale is at the location of the event; and
- 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales.
- 6. Discussion and possible action regarding the approval of the Roof Replacement and PV Project at Charles Barnum Elementary School (<u>Attachment #12</u>)

MOTION: To approve the Roof Replacement and PV Project at Charles Barnum Elementary School.

VIII. ACTION ITEMS (cont'd)

C. New Business (Cont'd)

7. Discussion and possible action regarding recognition of Paraprofessional Appreciation Day

MOTION: To recognize April 3, 2024 as Paraprofessional Appreciation Day, and to direct

the Superintendent of Schools to send a letter of appreciation to the

paraprofessionals.

8. Discussion and possible action regarding recognition of Administrative Professionals Day

MOTION: To recognize April 24 2024 as Administrative Professionals Day, and to direct

the Superintendent of Schools to send a letter of appreciation to the

administrative professionals.

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. <u>ADVANCE PLANNING</u>

A. Future Meeting Dates and Calendar Items for Board Attention

| Date | Meeting | Location | Time |
|----------|------------------------------|-----------------------|-----------|
| April 2 | Finance/Facilities Committee | CO, Room 11 | 6:00 p.m. |
| April 8 | COW | CO, Room 11 | 6:00 p.m. |
| April 9 | Policy Committee | CO, Room 5 | 6:00 p.m. |
| April 15 | Curriculum Committee | Remote | 5:00 p.m. |
| April 15 | COW | CO, Room 11 | 6:00 p.m. |
| April 22 | Communications Committee | Town Hall Annex, CR 2 | 5:00 p.m. |
| April 22 | Regular | Town Hall Annex, CR 1 | 6:00 p.m. |

Meetings w/Town Bodies:

| March 27 | Town Council Public Hearing re: | Thrive55+ | 6:00 p.m. |
|----------|---------------------------------|-----------------------|-----------|
| | FY25 Budget | | |
| April 4 | PSBC | Town Hall Annex, CR 2 | 6:00 p.m. |
| April 16 | Town Council's Review of BOE | THA, CR 1 | 6:00 p.m. |
| _ | Budget & BOE FYE 2025 CIPs | | _ |
| April 18 | PSBC | Town Hall Annex, CR 2 | 6:00 p.m. |

B. Suggested Agenda Items

XI. <u>ADJOURNMENT</u>

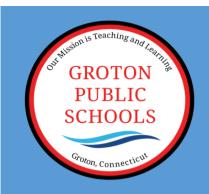
| | Date prep: | | | FY24 Budget | Summary Review | | | |
|----------|--|------------------------------------|--------------------------------|-------------------------------|---------------------|--------------------------------|---------------------------|----------------------|
| | 3/17/24 10:1 | 2 AM | ->/- / | | | =1/0.1 | | |
| | | | FY24 Budget | | | FY24 Actual | Remaining | |
| | Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| | | 0.0,0000 | | | | 1 0 10.1 | | 7.0 |
| | Salaries | | | | | | | |
| 1 | Administrators | 105-109 | 5,139,279 | 3,735,532 | 1,415,819 | 5,151,350 | (12,071) | (0.2%) |
| 2 | Teachers | 101-104,123-127,151-152 | 35,924,586 | 19,809,038 | 15,383,782 | 35,192,820 | 731,766 | 2.0% |
| 3 | Non-Cert Aides | 110-111,130-131,136,139 | 4,621,663 | 2,810,208 | 1,014,214 | 3,824,422 | 797,241 | 17.3% |
| 4 | Substitute - Cert & Non-Cert | 120-121 | 1,057,434 | 1,047,952 | 0 | 1,047,952 | 9,482 | 0.9% |
| 5 | Clerical Custodial/Maintenance/Techs | 112-114,132-134,144 | 2,059,296 | 1,594,376 | 679,970 | 2,274,346 | (215,050) | (10.4%) |
| 7 | Campus Security/Supervision | 117-118,129,137-138,147-148 128 | 3,685,428 190,167 | 2,513,858 181,149 | 1,098,877 14,353 | 3,612,735 195,502 | 72,693 (5,335) | 2.0% (2.8%) |
| 8 | Total Salaries | 100 | 52,677,853 | 31,692,112 | 19,607,016 | 51,299,128 | 1,378,725 | 2.6% |
| Ū | Total Galarios | 100 | 02,011,000 | 01,002,112 | 10,001,010 | 01,200,120 | 1,010,120 | 2.070 |
| | Benefits | | | | | | | |
| 9 | Health Insurance | 201-202 | 6,881,439 | 3,857,567 | 0 | 3,857,567 | 3,023,872 | 43.9% |
| 10 | Workers Comp & Town Pension | 211,213 | 1,089,758 | 1,089,747 | 0 | 1,089,747 | 11 | 0.0% |
| 11 | Social Security & Medicare | 212,214 | 1,571,584 | 1,103,606 | 0 | 1,103,606 | 467,978 | 29.8% |
| 12 | Other Benefits | 222-227 | 394,000 | 317,428 | 0 | 317,428 | 76,572 | 19.4% |
| 13 | Total Benefits | 200 | 9,936,781 | 6,368,348 | 0 | 6,368,348 | 3,568,433 | 35.9% |
| | Durchage I Complete | | | | | | | |
| 4.4 | Purchased Services | 204.004 | 225 275 | 404.000 | 0.000 | 404,000 | 110 100 | 46.00/ |
| | Instructional Services Professional Services | 321-324 331 | 235,375 310,731 | 121,986 464,957 | 2,980 42,619 | 124,966 507,575 | 110,409 (196,844) | 46.9% (63.3%) |
| | Other Prof Services | 332 | 595,000 | 390,708 | 139,240 | 529,947 | 65,053 | 10.9% |
| | OT & PT Services | 333 | 750,000 | 111,824 | 712,144 | 823,967 | (73,967) | (9.9%) |
| | Legal | 334 | 71,100 | 69,379 | 0 | 69,379 | 1,721 | 2.4% |
| | Athletic Officials & Other Athletic Serv | 341-342 | 82,390 | 52,879 | 0 | 52,879 | 29,511 | 35.8% |
| 20 | Computer Network Services | 343 | 164,483 | 136,812 | 0 | 136,812 | 27,671 | 16.8% |
| 21 | Total Purchased Services | 300 | 2,209,079 | 1,348,545 | 896,982 | 2,245,527 | (36,448) | (1.6%) |
| | | | | | | | | |
| | Property Services | _ | | | | | | |
| | Water & Sewer | 410-411 | 101,807 | 70,185 | 0 | 70,185 | 31,622 | 31.1% |
| | Trash & Snow Removal | 421-422 | 138,341 | 61,196 | 27,251 | 88,448 | 49,893 | 36.1% |
| 24 25 | Repair/Maintenance Rental | 430-435,490-491,499 441 | 496,549 135,267 | 475,260 97,634 | 78,811 26,931 | 554,071 124,566 | (57,522) 10,701 | (11.6%) 7.9% |
| 26 | Total Property Services | 400 | 871,964 | 704,275 | 132,993 | 837,269 | 34,695 | 4.0% |
| | resum reperty continues | 100 | 0.1,001 | 101,210 | 102,000 | 001,200 | 0 1,000 | |
| | Transportation, Insurance, Co | mmunications, Tuition | | | | | | |
| 27 | Transportation: Schools | 510-513 | 6,171,636 | 3,314,161 | 2,601,270 | 5,915,431 | 256,205 | 4.2% |
| 28 | Transportation: Student Activities | 587-596 | 175,933 | 53,638 | 54,711 | 108,349 | 67,584 | 38.4% |
| 29 | Transportation: Staff | 580-584 | 153,750 | 32,607 | 0 | 32,607 | 121,143 | 78.8% |
| 30 | | 522,525 | 457,874 | 455,364 | 0 | 455,364 | 2,510 | 0.5% |
| | Communications | 530-552 | 155,542 | 225,431 | 2,184 | 227,615 | (72,073) | (46.3%) |
| 32 | | 561-563,568 | 4,068,674 | 2,797,093 | 1,033,678 | 3,830,770 | 237,904 | 5.8% |
| 33 34 | Tuition: Other Total Trans, Ins, Comm, Tuition | 564-567 500 | 1,218,720 12,402,129 | 1,075,435 7,953,729 | 3, 691,843 | 1,075,435 11,645,572 | 143,285 756,557 | 11.8% 6.1% |
| 34 | Total Trans, ins, Collin, Tultion | 300 | 12,402,129 | 1,955,129 | 3,091,043 | 11,045,572 | 730,337 | 0.1 /6 |
| | Supplies | | | | | | | |
| 35 | Instructional Supplies | 601-609,613-619,622-623,628 | 515,143 | 238,217 | 18,828 | 257,046 | 258,097 | 50.1% |
| | Computer Supplies | 610-612 | 235,900 | 216,117 | 14,654 | 230,772 | 5,128 | 2.2% |
| 37 | | 631-633 | 1,652,798 | 1,356,496 | 7,847 | 1,364,343 | 288,455 | 17.5% |
| 38 | Transportation Supplies | 634,656 | 374,029 | 246,538 | 0 | 246,538 | 127,491 | 34.1% |
| 39 | | 640-642,645,647 | 90,368 | 34,382 | 791 | 35,173 | 55,195 | 61.1% |
| 40 | A | 650,652-655,657,659 | 271,678 | 303,192 | 81,155 | 384,347 | (112,669) | (41.5%) |
| | Other Supplies (staff dev, PPE, etc) | 621,624-627,690 | 89,660 | 45,619 | 2,353 | 47,973 | 41,687 | 46.5% |
| 42 | Total Supplies | 600 | 3,229,576 | 2,440,562 | 125,628 | 2,566,190 | 663,386 | 20.5% |
| | Equipment | | | | | | | |
| 43 | Instructional Equipment | 730,735 | 73,734 | 13,013 | 11,121 | 24,134 | 49,600 | 67.3% |
| | Non-Instructional Equip | 731,736 | 10,000 | 8,166 | 5,449 | 13,615 | (3,615) | (36.2%) |
| | Total Equipment | 700 | 83,734 | 21,179 | 16,570 | 37,749 | 45,985 | 54.9% |
| | | | | | | | | |
| 46 | Total Dues & Fees | 800 | 99,511 | 78,006 | 0 | 78,006 | 21,505 | 21.6% |
| | | | | | | | | |
| 47 | GRAND TOTAL | <u> </u> | 81,510,627 | 50,606,755 | 24,471,033 | 75,077,789 | 6,432,838 | 7.9% |

| Date prep: | | | FY24 Budget | Summary Review | | | |
|----------------------------------|---------------------------------|---------------------|--------------|----------------|-----------------|----------------------|---------|
| 3/17/24 10: | 12 AM | | | | | | |
| | | FY24 | | | FY24 | Demoining | |
| Account | Object #s | Budget 2023-2024 | Expenditures | Encumbered | Actual Total | Remaining Balance | % |
| Account | Object #3 | 2023-2024 | Experiences | Litedilibered | Total | Dalance | /0 |
| Salaries | 1 | | | | | | |
| dministrators | - | | | | | | |
| 8 Administrators | 105 | 1,225,814 | 974,021 | 385,994 | 1,360,015 | (134,201) | (10.9% |
| 9 Principals | 106 | 1,176,065 | 809,394 | 315,967 | 1,125,361 | 50,704 | 4.3% |
| Asst. Principals/Sp.Ed. Supv | 107 | 2,404,422 | 1,734,857 | 649,461 | 2,384,318 | 20,104 | 0.8% |
| 1 6-12 Curriculum Coordinators | 108 | 181,586 | 106,627 | 23,637 | 130,264 | 51,322 | 28.3% |
| 2 Athletic Director | 109 | 151,392 | 110,633 | 40,759 | 151,392 | 0 | 0.0% |
| 3 | _ | 5,139,279 | 3,735,532 | 1,415,819 | 5,151,350 | (12,071) | (0.2% |
| eachers | | | | | | | |
| 4 Classroom Teachers | 101 & 151 | 25,434,454 | 14,132,309 | 11,085,962 | 25,218,271 | 216,183 | 0.8% |
| 5 Sp.Ed Certified | 102 | 8,027,872 | 4,436,519 | 3,528,767 | 7,965,286 | 62,586 | 0.8% |
| 6 Media Specialist | 103 | 710,122 | 386,488 | 308,311 | 694,799 | 15,323 | 2.2% |
| 7 Guidance | 104 | 1,157,759 | 570,382 | 460,743 | 1,031,124 | 126,635 | 10.9% |
| 8 Adult Ed | 124 | 42,230 | 21,622 | 0 | 21,622 | 20,608 | 48.8% |
| 9 Coach Stipends | 126 | 350,867 | 206,507 | 0 | 206,507 | 144,360 | 41.19 |
| Other Student Activities | 127 | 138,413 | 24,218 | 0 | 24,218 | 114,195 | 82.5% |
| 1 | - | 35,924,586 | 19,809,038 | 15,383,782 | 35,192,820 | 731,766 | 2.0% |
| ther Staff | 440.0.400 | 474 000 | 004.004 | 0 | 004.004 | 0.40.500 | 50.70 |
| 2 Reg.Ed Aides - Kindergarten | 110 & 130 | 474,630 | 234,091 | 0 | 234,091 | 240,539 | 50.7% |
| 3 Sp.Ed Aides - Para I & Para II | 111 & 131 | 3,081,335 | 714,357 | 167,425 | 881,782 | 2,199,553 | 71.49 |
| 4 Tutors | 125 & 152 | 458,450 | 1,431,945 | 808,348 | 2,240,294 | (1,781,844) | (388.7% |
| 5 School Bus Aides | 136 | 446,772 | 319,482 | 0 | 319,482 | 127,290 | 28.5% |
| 6 Other Non-Certified Personnel | 139 & 119 | 160,476 | 110,332 | 38,442 | 148,773 | 11,703 | 7.3% |
| 7 | _ | 4,621,663 | 2,810,208 | 1,014,214 | 3,824,422 | 797,241 | 17.3% |
| ubstitute | 400 | 067.567 | 1 047 050 | 0 | 1 047 050 | (00.205) | (0.20 |
| 8 Substitute Reg.Ed Certified | 120 | 967,567 | 1,047,952 | 0 | 1,047,952 | (80,385) | (8.3% |
| 9 Substitute Spec.Ed Certified | 121 _ | 89,867 | 1 047 053 | 0 | 1.047.053 | 89,867 | 100.0% |
| 0 erical | - | 1,057,434 | 1,047,952 | 0 | 1,047,952 | 9,482 | 0.9% |
| Sp.Ed Clerical | 112 & 132 | 102,429 | 114,958 | 52,029 | 166,987 | (64,558) | 0.0% |
| School Clerical | 113 & 133 | 770,888 | 581,056 | 282,769 | 863,825 | (92,937) | (12.1% |
| Admin Clerical | 114 & 134 | 1,142,100 | 788,865 | 345,173 | 1,134,038 | 8,062 | 0.7% |
| Clerical Overtime | 143 & 144 | 43,879 | 109,496 | 0 | 109,496 | (65,617) | (149.5% |
| 1 Clerical | 112'113'114'132'133'134'143'144 | 2,059,296 | 1,594,376 | 679,970 | 2,274,346 | (215,050) | (10.4% |
| ustodial/Maintenance/Techs | - | 2,000,200 | 1,004,070 | 070,070 | 2,274,040 | (210,000) | (10.47) |
| 2 Custodial | 117 & 137 | 1,963,442 | 1,387,357 | 576,093 | 1,963,451 | (9) | (0.0% |
| 3 Maintenance | 118 & 138 | 874,573 | 522,591 | 299,197 | 821,788 | 52,785 | 6.0% |
| Custodial/Maintenance Overtime | 147 & 148 | 110,500 | 65,021 | 0 | 65,021 | 45,479 | 41.2% |
| 5 Technicians | 129 & 149 | 736,913 | 538,889 | 223,587 | 762,476 | (25,563) | (3.5% |
| 6 | _ | 3,685,428 | 2,513,858 | 1,098,877 | 3,612,735 | 72,693 | 2.0% |
| ecurity | _ | -,, | ,, | , , - | -,- , | , | |
| 7 Security/Supervision | 128 | 190,167 | 181,149 | 14,353 | 195,502 | (5,335) | (2.8% |
| 8 Total Salaries | _ | 52,677,853 | 31,692,112 | 19,607,016 | 51,299,128 | 1,378,725 | 2.6% |
| | - | , , | , , | , | , , | , , | |
| Benefits | | | | | | | |
| ealth Insurance | _ | | | | | | |
| 9 Group Ins. Prof | 201 | 5,507,319 | 3,857,567 | 0 | 3,857,567 | 1,649,752 | 30.0% |
| 0 Group Ins. Other | 202 | 1,374,120 | 0 | 0 | 0 | 1,374,120 | 100.0% |
| 1 | _ | 6,881,439 | 3,857,567 | 0 | 3,857,567 | 3,023,872 | 43.9% |
| orkers Comp & Town Pension | | | | | | | |
| 2 Worker's Compensation | 211 | 352,258 | 352,247 | 0 | 352,247 | 11 | 0.0% |
| 3 Town Pension | 213 | 737,500 | 737,500 | 0 | 737,500 | 0 | 0.0% |
| 4 | _ | 1,089,758 | 1,089,747 | 0 | 1,089,747 | 11 | 0.0% |
| ocial Security & Medicare | | | | | | | |
| 5 Social Security | 212 | 807,754 | 570,847 | 0 | 570,847 | 236,907 | 29.3% |
| 6 Medicare | 214 | 763,830 | 532,758 | 0 | 532,758 | 231,072 | 30.3% |
| 7 | _ | 1,571,584 | 1,103,606 | 0 | 1,103,606 | 467,978 | 29.8% |
| ther Employee Benefits | | | | | | | |
| 8 Retirement Awards | 222 | 242,500 | 223,771 | 0 | 223,771 | 18,729 | 7.7% |
| 9 Unemployment | 223 | 35,000 | 15,374 | 0 | 15,374 | 19,626 | 56.1% |
| Tuition Reimb Certified | 224 | 115,000 | 78,283 | 0 | 78,283 | 36,717 | 31.9% |
| 2 Mentor Stipend | 227 | 1,500 | 0 | 0 | 0 | 1,500 | 100.0% |
| | _ | | | | 0.17, 100 | | |
| 3 | | 394,000 | 317,428 | 0 | 317,428 | 76,572 | 19.4% |

| Date prep: | | Groton | EV24 Pudget | | | | |
|--|------------------|-------------------|-------------------|-----------------|-------------------|-------------------|-----------------|
| 3/17/24 10:1 | 2 AM | | F Y 24 Budget | Summary Review | | | |
| 3/1//24 10.1 | Z AIVI | FY24 | | | FY24 | | |
| | | Budget | | | Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| | | | | - | _ | _ | |
| Purchased Services | | | | | | | |
| structional Services | | | | | | | |
| 95 Instructional Services | 321 & 323 | 123,500 | 66,005 | 1,475 | 67,480 | 56,020 | 45.49 |
| 16 Instruct Improvement Services | 322 & 324 | 111,875 | 55,981 | 1,505 | 57,486 | 54,389 | 48.69 |
| 97 | | 235,375 | 121,986 | 2,980 | 124,966 | 110,409 | 46.99 |
| rofessional Services | | | | | | | |
| 98 Professional Services | 331 | 310,731 | 464,957 | 42,619 | 507,575 | (196,844) | (63.39 |
| Other Professional Services | 332 | 595,000 | 390,708 | 139,240 | 529,947 | 65,053 | 10.9 |
| 00 OT & PT Services | 333 | 750,000 | 111,824 | 712,144 | 823,967 | (73,967) | (9.99 |
| 01 Legal Services | 334 | 71,100 | 69,379 | 0 | 69,379 | 1,721 | 2.4 |
| 02 | | 1,726,831 | 1,036,867 | 894,002 | 1,930,869 | (204,038) | (11.89 |
| thletic Officials & Other Athletic S | | | | | | | |
| 03 Athletic Officials | 341 | 63,550 | 42,018 | 0 | 42,018 | 21,532 | 33.9 |
| 04 Other Athletic Services | 342 | 18,840 | 10,861 | 0 | 10,861 | 7,979 | 42.49 |
| 05 | | 82,390 | 52,879 | 0 | 52,879 | 29,511 | 35.89 |
| computer Network Services | 0.40 | 404 400 | 100.010 | 0 | 100.010 | 07.074 | 40.00 |
| 06 Computer Network Services | 343 | 164,483 | 136,812 | 0 | 136,812 | 27,671 | 16.89 |
| 07 Total Purchased Services | | 2,209,079 | 1,348,545 | 896,982 | 2,245,527 | (36,448) | (1.69 |
| Droporty Sorvings | | | | | | | |
| Property Services | | | | | | | |
| /ater/Sewer | 440 | 66.044 | 44 400 | 0 | 44 400 | 25 264 | 27.0 |
| 08 Water | 410 | 66,844 | 41,483 | 0 | 41,483 | 25,361 | 37.9 |
| 09 Sewer | 411 | 34,963 | 28,702 | 0 | 28,702 | 6,261 | 17.9 |
| 10 rash & Snow Removal | | 101,807 | 70,185 | 0 | 70,185 | 31,622 | 31.19 |
| 11 Trash Removal | 424 | 88,341 | 61,196 | 27 251 | 00 110 | (107) | /O 10 |
| 12 Snow Removal | 421 422 | 50,000 | 01,190 | 27,251 0 | 88,448 0 | (107) 50,000 | (0.19 |
| | 422 | 138,341 | | 27,251 | 88,448 | · | 100.09 |
| 13 | | 130,341 | 61,196 | 162,12 | 00,440 | 49,893 | 36.19 |
| epair/Maintenance | 430 | 120 425 | 92 504 | 1 212 | 84,716 | 44 700 | 34.59 |
| 14 Equipment Repairs | | 129,425 | 83,504 | 1,213 | · | 44,709 | |
| 15 Grounds Repairs16 General Bldg Repairs | 431 432 | 191,510 27,135 | 194,304 16,662 | 64,430 3,430 | 258,734 20,092 | (67,224) 7,043 | (35.19 26.09 |
| 17 Painting | 432 | 5,146 | 0 | 3,430 | 20,092 | 5,146 | 100.09 |
| 18 Heat & Plumbing | 434 | 48,400 | 72,510 | 3,348 | 75,859 | (27,459) | (56.79 |
| 19 Electrical | 435 | 10,239 | 16,175 | 0,340 | 16,175 | (5,936) | (58.09 |
| 20 Extermination Services | 490 | 12,259 | 11,475 | 3,490 | 14,965 | (2,706) | (22.19 |
| 21 Bldg Fire Protection | 491 | 48,289 | 43,099 | 2,900 | 45,999 | 2,290 | 4.79 |
| 23 Other Purch Services | 499 | 24,146 | 37,531 | 2,900 | 37,531 | (13,385) | (55.49 |
| 24 | 433 | 496,549 | 475,260 | 78,811 | 554,071 | (57,522) | (11.69 |
| ental | | 400,040 | 470,200 | 70,011 | 004,071 | (07,022) | (11.0) |
| 25 Rental | 441 | 135,267 | 97,634 | 26,931 | 124,566 | 10,701 | 7.99 |
| 26 Total Property Services | 771 | 871,964 | 704,275 | 132,993 | 837,269 | 34,695 | 4.0 |
| 20 Total Froperty Convices | | 071,004 | 104,210 | 102,000 | 007,200 | 04,000 | 4.0 |
| Transportation, Insurance, Communic | cations. Tuition | | | | | | |
| ransportation: Schools | , | _ | | | | | |
| 27 Reg.Ed Pupil Transportation | 510 & 516 | 3,580,347 | 1,898,185 | 1,746,155 | 3,644,340 | (63,993) | (1.8 |
| 28 Sp.Ed - Trans - STA | 511 | 1,573,150 | 732,047 | 855,116 | 1,587,163 | (14,013) | (0.9 |
| 29 Sp.Ed - Trans - Curtin | 512 | 1,018,139 | 683,929 | 0 | 683,929 | 334,210 | 32.8 |
| 30 Pupil Transp Reimbursement | 513 | 0 | 0 | 0 | 0 | 0 | 00 |
| 31 | 0.0 | 6,171,636 | 3,314,161 | 2,601,270 | 5,915,431 | 256,205 | 4.2 |
| ransportation: Other | | | 2,2 : 1, : 2 : | _, | 2,2 : 2, : 2 : | | |
| 32 Transportation - Athletics | 587 | 98,100 | 21,395 | 46,332 | 67,727 | 30,373 | 31.0 |
| 33 Transportation - Field Trips | 588 | 53,988 | 23,641 | 8,079 | 31,721 | 22,267 | 41.2 |
| 34 Entry Fees - Athletics | 591 & 592 | 14,475 | 7,125 | 150 | 7,275 | 7,200 | 49.7 |
| 35 Admission Fees | 595 | 9,370 | 1,477 | 150 | 1,627 | 7,743 | 82.6 |
| 37 | | 175,933 | 53,638 | 54,711 | 108,349 | 67,584 | 38.4 |
| ransportation: Staff | | | | 1 | , | ,, | |
| 38 Travel - Education | 580 & 581 | 5,900 | 2,648 | 0 | 2,648 | 3,252 | 55.1 |
| 39 Travel - Admin | 582 & 583 | 32,000 | 16,842 | 0 | 16,842 | 15,158 | 47.4 |
| 40 Travel - Conferences | 584 | 115,850 | 13,117 | 0 | 13,117 | 102,733 | 88.7 |
| 41 | | 153,750 | 32,607 | 0 | 32,607 | 121,143 | 78.8 |
| | | | 5=,001 | <u> </u> | 5=,551 | , | . 5.5 |
| | | | | | | | |
| iability & Accident Insurance | 522 | 442.702 | 441.954 | 0 | 441.954 | 748 | 0.2 |
| | 522 525 | 442,702 15,172 | 441,954 13,410 | 0 | 441,954 13,410 | 748 1,762 | 0.2° 11.6° |

| Date prep: | | | FY24 Budget | Summary Review | | | |
|---|----------------------|--------------------------|----------------------|--------------------|----------------------|-------------------|----------------|
| 3/17/24 10:1 | 12 AM | = 110 | | • | | | |
| | | FY24 Budget | | | FY24 Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| Addam | Object #3 | 2020 2024 | Experiences | Liloumbered | Total | Balarioc | 70 |
| Communications | | | | | | | |
| 145 Telephone, Telephone Repairs | 530 | 106,400 | 169,141 | 0 | 169,141 | (62,741) | (59.0%) |
| 146 Postage | 531 | 30,100 | 8,562 | 0 | 8,562 | 21,538 | 71.6% |
| 147 Advertisement | 540 | 5,000 | 5,919 | 2,184 | 8,103 | (3,103) | (62.1%) |
| 148 Minority Recruitment | 541 | 0 | 33,900 | 0 | 33,900 | (33,900) | |
| 149 Printing Admin | 550 | 11,542 | 7,459 | 0 | 7,459 | 4,083 | 35.4% |
| 150 School Publications | 551 & 552 | 2,500 | 450 | 0 | 450 | 2,050 | 82.0% |
| 151 | | 155,542 | 225,431 | 2,184 | 227,615 | (72,073) | (46.3%) |
| Tuition: Special Education | 504 | 444.050 | 050 570 | 444 754 | 000.004 | 40.000 | 4.007 |
| 152 Sp.Ed Vocational | 561 | 411,956 | 250,570 | 141,754 | 392,324 | 19,632 | 4.8% |
| 153 Sp.Ed BoE Placements154 Sp.Ed State Placements | 562 | 2,557,373 | 1,358,676 171,452 | 732,395 106,320 | 2,091,071 277,772 | 466,302 51,288 | 18.2% 15.6% |
| 155 Sp.Ed Magnet Choice | 563 568 | 329,060 770,285 | 1,016,395 | 53,208 | 1,069,603 | (299,318) | (38.9%) |
| 156 | 300 | 4,068,674 | 2,797,093 | 1,033,678 | 3,830,770 | 237,904 | 5.8% |
| Tuition: Other | | 4,000,014 | 2,707,000 | 1,000,070 | 0,000,770 | 207,304 | 0.070 |
| 157 Adult Ed | 564 | 210,105 | 207,000 | 0 | 207,000 | 3,105 | 1.5% |
| 158 Gen Ed Magnet Tuition | 566 | 885,801 | 772,913 | 0 | 772,913 | 112,888 | 12.7% |
| 159 Gen Ed Vo Ag Tuition | 567 | 122,814 | 95,522 | 0 | 95,522 | 27,292 | 22.2% |
| 160 | | 1,218,720 | 1,075,435 | 0 | 1,075,435 | 143,285 | 11.8% |
| 161 Total Transportation, Insurance, Com | nmunication, Tuition | 12,402,129 | 7,953,729 | 3,691,843 | 11,645,572 | 756,557 | 6.1% |
| | _ | | | | | | |
| Supplies | | | | | | | |
| Instructional Supplies | - | | | | | | |
| 162 General Classroom | 601 | 161,293 | 44,024 | 2,496 | 46,520 | 114,773 | 71.2% |
| 163 Science | 602 | 15,600 | 5,014 | 760 | 5,774 | 9,826 | 63.0% |
| 164 Arts & Crafts | 603 | 25,700 | 19,964 | 1,269 | 21,233 | 4,467 | 17.4% |
| 165 Phys. Ed | 604 | 11,800 | 4,104 | 0 | 4,104 | 7,696 | 65.2% |
| 166 Music | 605 | 22,800 | 8,174 | 27 | 8,201 | 14,599 | 64.0% |
| 167 Kindergarten | 606 | 4,200 | 0 | 0 | 0 | 4,200 | 100.0% |
| 168 Pupil Tests | 607 | 77,700 | 59,240 | 886 | 60,126 | 17,574 | 22.6% |
| 169 Tech. Ed | 609 | 12,750 | 5,821 | 1,016 | 6,837 | 5,913 | 46.4% |
| 170 Home Ec Supplies | 613 | 14,500 | 4,616 | 7 225 | 4,616 | 9,884 | 68.2% |
| 171 Sp.Ed Supplies172 Athletic Supplies | 615 616 | 56,000 55,950 | 37,508 31,885 | 7,325 3,657 | 44,833 35,541 | 11,167 20,409 | 19.9% 36.5% |
| 173 Math Supplies | 617 | 9,250 | 1,407 | 3,037 | 1,407 | 7,843 | 84.8% |
| 174 Health Supplies | 618 | 2,200 | 0 | 0 | 0 | 2,200 | 100.0% |
| 175 Other Supplies | 619 | 3,000 | 547 | 0 | 547 | 2,453 | 81.8% |
| 176 Health Serv Pathogen | 622 | 5,750 | 603 | 0 | 603 | 5,147 | 89.5% |
| 177 School Library Supplies | 623 | 6,250 | 1,048 | 161 | 1,208 | 5,042 | 80.7% |
| 178 Food, Drink, Snacks | 628 | 30,400 | 14,262 | 1,233 | 15,495 | 14,905 | 49.0% |
| 180 | | 515,143 | 238,217 | 18,828 | 257,046 | 258,097 | 50.1% |
| Computer Supplies | | | | | | | |
| 181 Computer Supplies | 610 & 611 | 36,500 | 20,939 | 412 | 21,351 | 15,149 | 41.5% |
| 182 Software | 612 | 199,400 | 195,178 | 14,242 | 209,420 | (10,020) | (5.0%) |
| 183 | | 235,900 | 216,117 | 14,654 | 230,772 | 5,128 | 2.2% |
| Electricity & Heating | | | | | | | |
| 184 Electricity | 631 | 1,097,073 | 892,837 | 7,464 | 900,301 | 196,772 | 17.9% |
| 185 Propane/Natural Gas | 632 | 338,350 | 272,695 | 383 | 273,078 | 65,272 | 19.3% |
| 186 Heating Oil | 633 | 217,375 | 190,965 | 0 | 190,965 | 26,410 | 12.1% |
| 187 | | 1,652,798 | 1,356,496 | 7,847 | 1,364,343 | 288,455 | 17.5% |
| Transportation Supplies | 004 | 220 552 | 227 000 | 0 | 227 000 | 402.544 | 24.20/ |
| 188 Diesel for School Buses | 634 | 330,553 | 227,009 | 0 | 227,009 | 103,544 | 31.3% |
| 189 Gas for Maintenance 190 | 656 | <u>43,476</u> 374,029 | 19,528 246,538 | 0 | 19,528 246,538 | 23,948 | 55.1% 34.1% |
| Textbooks & Library Books | | 314,029 | 240,000 | U | <u> </u> | 127,491 | 34.1% |
| 191 Textbooks | 640 | 46,085 | 20,348 | 791 | 21,139 | 24,946 | 54.1% |
| 192 Workbooks | 641 | 16,633 | 10,848 | 0 | 10,848 | 5,785 | 34.8% |
| 193 Textbook Rebind | 642 | 500 | 0 | 0 | 0 | 500 | 100.0% |
| 194 Library Books | 645 | 24,750 | 1,932 | 0 | 1,932 | 22,818 | 92.2% |
| 195 Periodicals | 647 | 2,400 | 1,254 | 0 | 1,254 | 1,146 | 47.8% |
| | | | , | | | | |

| Date prep: | | | FY24 Budget | Summary Review | | | |
|-------------------------------|-----------|------------|--------------|----------------|------------|-----------|---------|
| 3/17/24 10:12 | ? AM | FY24 | | 1 | FY24 | | |
| | | Budget | | | Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| cility/Maintenance Supplies | | | | | | | |
| 7 Equipment Repair | 650 | 23,315 | 16,334 | 469 | 16,803 | 6,512 | 27.9% |
| B Grounds Supplies | 651 | 19,527 | 5,049 | 5,737 | 10,786 | 8,741 | 44.8% |
| 9 General Bldg Repair | 652 | 62,839 | 21,050 | 282 | 21,332 | 41,507 | 66.1% |
| D Painting | 653 | 2,500 | 13,349 | 0 | 13,349 | (10,849) | (434.0% |
| 1 Heat & Plumbing | 654 | 34,053 | 91,987 | 74,580 | 166,567 | (132,514) | (389.1% |
| 2 Electrical | 655 | 30,247 | 24,309 | 87 | 24,397 | 5,850 | 19.3% |
| 3 Safety Supplies | 657 & 659 | 13,047 | 5,139 | 0 | 5,139 | 7,908 | 60.6% |
| 4 Custodial Supplies | 658 | 86,150 | 125,974 | 0 | 125,974 | (39,824) | (46.2% |
| 5 | | 271,678 | 303,192 | 81,155 | 384,347 | (112,669) | (41.5% |
| her Supplies | | , | , | , | , | , , | , |
| 6 Sup Serv Guid Imp Ins | 621 | 26,100 | 10,199 | 1,249 | 11,447 | 14,653 | 56.1% |
| 7 Audio Visual | 624 & 625 | 10,300 | 918 | 0 | 918 | 9,382 | 91.1% |
| 8 General Admin Supplies | 626 | 12,110 | 11,078 | 498 | 11,576 | 534 | 4.4% |
| 9 School Admin Supplies | 627 | 16,450 | 8,772 | 516 | 9,288 | 7,162 | 43.5% |
| Professional Materials | 690 | 24,700 | 14,653 | 90 | 14,743 | 9,957 | 40.3% |
| 2 | | 89,660 | 45,619 | 2,353 | 47,973 | 41,687 | 46.5% |
| 3 Total Supplies | | 3,229,576 | 2,440,562 | 125,628 | 2,566,190 | 663,386 | 20.5% |
| Equipment | | | | | | | |
| structional Equipment | | | | | | | |
| 4 Replace Instr Equip | 730 | 27,500 | 2,237 | 11,121 | 13,358 | 14,142 | 51.4% |
| 5 Add Instr Equipment | 735 | 46,234 | 10,776 | 0 | 10,776 | 35,458 | 76.7% |
| 6 | | 73,734 | 13,013 | 11,121 | 24,134 | 49,600 | 67.3% |
| n-Instructional Equipment | | | | | | | |
| 7 Replace Non-Instr Equipment | 731 | 10,000 | 989 | 857 | 1,846 | 8,154 | 81.5% |
| 8 Add Non-Instr Equipment | 736 | 0 | 7,177 | 4,592 | 11,769 | (11,769) | |
| 9 | | 10,000 | 8,166 | 5,449 | 13,615 | (3,615) | (36.2% |
| Total Equipment | | 83,734 | 21,179 | 16,570 | 37,749 | 45,985 | 54.9% |
| Dues - Fees | | | | | | | |
| es/Fees | | | | | | | |
| 1 Dues BoE | 810 | 25,541 | 22,540 | 0 | 22,540 | 3,001 | 11.7% |
| 2 General Admin Dues | 811 | 15,725 | 15,221 | 0 | 15,221 | 504 | 3.2% |
| 3 School Admin Dues | 812 | 44,100 | 34,875 | 0 | 34,875 | 9,225 | 20.9% |
| 4 Other Dues | 819 | 14,145 | 5,370 | 0 | 5,370 | 8,775 | 62.0% |
| 5 Total Dues/Fees | 3.3 | 99,511 | 78,006 | 0 | 78,006 | 21,505 | 21.6% |
| 6 Grand Total | | 81,510,627 | 50,606,755 | 24,471,033 | 75,077,789 | 6,432,838 | 7.9% |



Health Insurance Dashboard

Updated: March 11, 2024

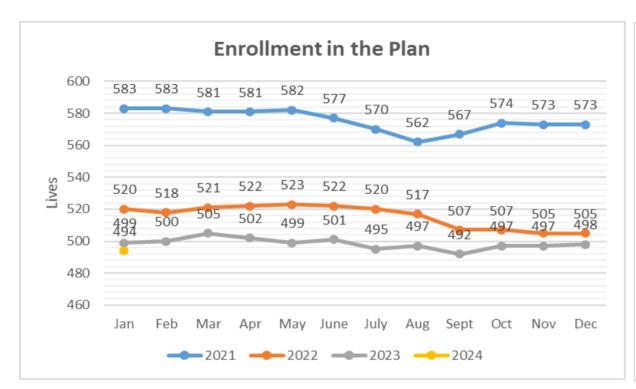
Notes:

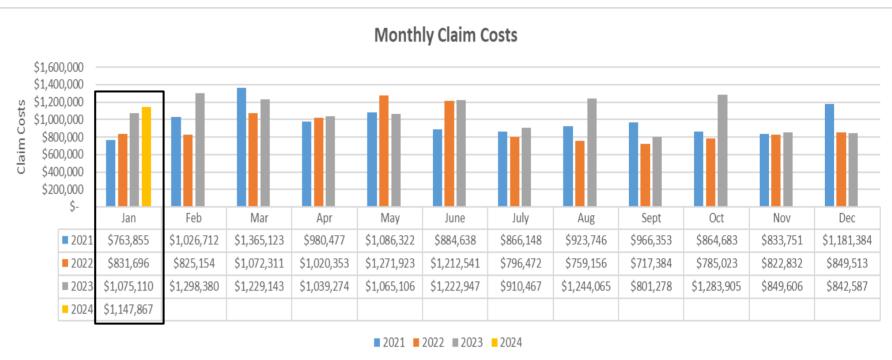
Enrollment: Down (1.0%) from the same period last year.

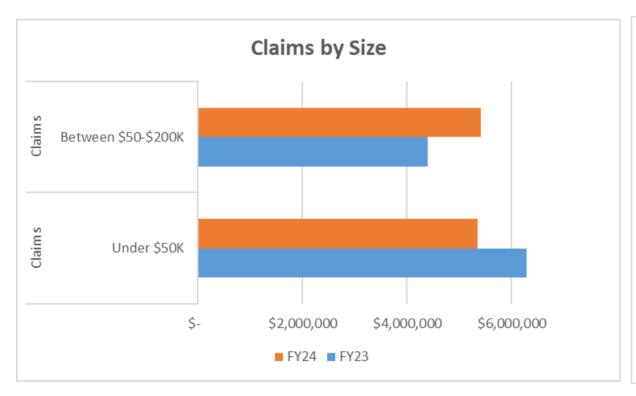
Claim Costs: January 2024 monthly claim costs of ~\$1.1M are up ~6.8% from January 2023. Fiscal YTD claim costs are up 22%.

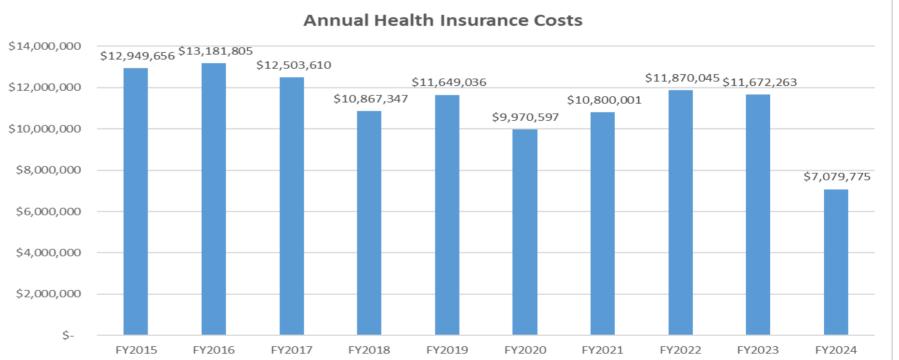
Claim Costs: Day to day claims (under \$50K) have increased 7% and mid-tier claims (\$50k-\$200K) have increased 31%.

Claim Costs: Claims per employee per month has increased 22%.











Energy Dashboard

Updated: March 12, 2024

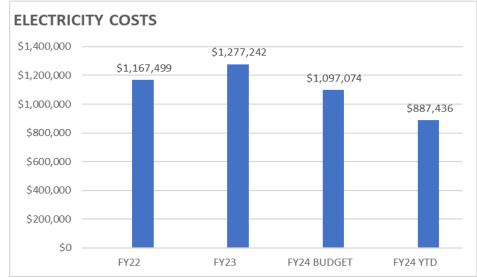
Notes:

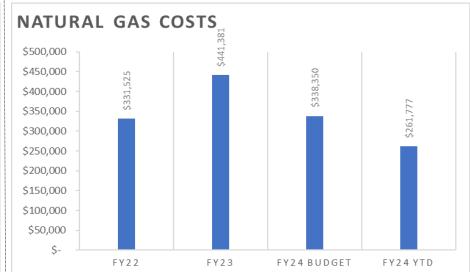
Usage: Consumption is equal to or below the prior year.

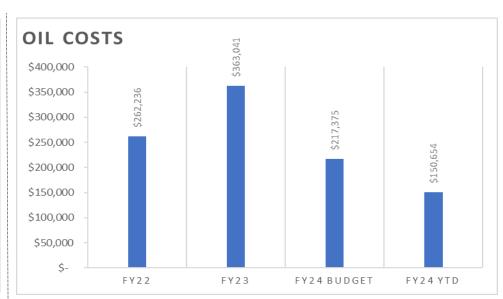
Electricity: YTD consumption is 2.5% less than the prior year. Costs are within ~1% of the prior year.

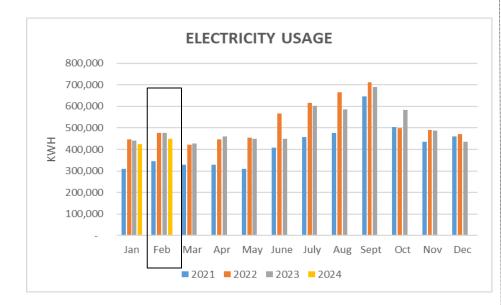
Natural Gas: Spike in January 2024 consumption (FHS & GMS). YTD costs are now 2% higher than last year.

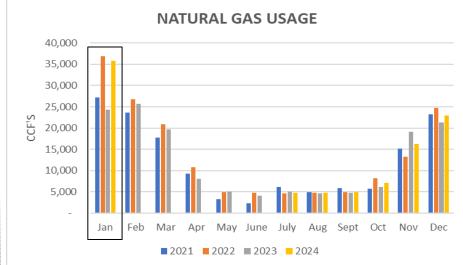
Oil: January consumption and costs were down slightly as compared to prior year.

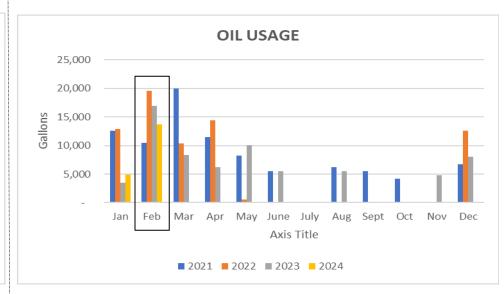












GROTON BOARD OF EDUCATION SPECIAL MEETING MINUTES FEBRUARY 22, 2024 @ 6:00 P.M. CENTRAL OFFICE, ROOM 11/HYBRID

MEMBERS PRESENT: Jay Weitlauf - Chairperson, Beverly Washington – Vice Chairperson (remote),

Andrea Ackerman, Adrian Johnson, Robert Meade, Matthew Shulman,

Ian Thomas, Jennifer White

MEMBERS ABSENT: Dean Antipas

ALSO PRESENT: Susan Austin, Philip Piazza, David Fleig, Sam Kilpatrick, Clint Kennedy,

Denise Doolittle, Laurie LePine

I. <u>CALL TO ORDER</u> – Mr. Jay Weitlauf, Chairperson called the meeting to order at 6:04 p.m.

II. <u>DISCUSSION RE: TOWN'S ANNUAL AUDIT</u> - Mr. Weitlauf noted that it has come to his attention from the auditors that there were four items that they need more information on, and David and his team have been working around the clock to ensure that those items are taken care of. It is his understanding that there is one item left that can be done in a week or so. Additionally, the auditors are accruing certain checks from 2024 to 2023 and apply them to the DoD Supplemental. Mr. Weitlauf sat in on a meeting with the Auditors and they made their recommendations, and the Town Manager is studying the issues and seeing how we can make those accruals.

III. <u>BUDGET WORK SESSION</u>

- Ian Thomas suggested that the Board should do a forensic audit.
- Jay Weitlauf suggested that they meet in COWs to discuss and develop a new budget process prior to the vote by the RTM on the Board budget.
- Jennifer White shared her view on lowering the budget.
- Superintendent Austin noted that the administration can still find more efficiencies once the budget is submitted to the Town.
- David Fleig reviewed the following new efficiencies developed by the administration for the Board's consideration, which would bring the proposed budget increase down to 8.41%:
 - Reduce regular education transportation by one bus (\$80,000)
 - Cut funding for summer school (\$77,973.27)
 - Cut funding for Adult Education (\$252,335)
 - Cut funding for the TTED consultant (\$22,000)
 - Cut funding for software (\$51,400)

After extensive discussion, the following motions were made:

MOTION: Thomas, Johnson - to rescind the proposed cut to summer school and restore \$252,335

to the budget.

After clarification to the above motion, the following amended motion was made:

III. <u>BUDGET WORK SESSION</u> (Cont'd)

AMENDED MOTION: Thomas, Johnson - To restore the Adult Education line item to the

amount of \$252,335.

YES (4) – Weitlauf, Johnson, Thomas, White

NO (4) - Washington, Meade, Ackerman, Shulman

ABSTAINED (0)

ABSENT (1) – Antipas

MOTION FAILED

MOTION: Shulman, Washington - To delete \$250,000 from the Adult Education budget, which

would leave \$2,335 to help Groton residents with transportation to the Adult

Education program in New London.

After discussion regarding the transportation cost reflected in the above motion, the following amended motion was made:

AMENDED MOTION: Shulman, Washington - To delete \$240,000 from the Adult Education

budget, which would leave \$12,335 to help Groton residents with

transportation to the Adult Education program in New London.

YES (2) – Shulman, Washington

NO (5) – Meade, Weitlauf, White, Ackerman, Johnson

ABSTAINED (1) – Thomas

ABSENT (1) – Antipas

MOTION FAILED

MOTION: Thomas, Shulman - To restore \$77,973.27 to the budget for Summer School.

YES (7) – Weitlauf, Washington, Ackerman, Johnson, Shulman, White, Thomas

NO(1) – Meade

ABSTAINED (0)

ABSENT (1) – Antipas

MOTION PASSED

MOTION: Johnson, Thomas - To add \$300,000 to the budget to support the Right to Read

Legislation.

YES (7) – Weitlauf, Ackerman, Johnson, Meade, Shulman, Thomas, White

NO(0)

ABSTAINED (1) - Washington

ABSENT (1) – Antipas

MOTION PASSED

MOTION: Thomas, Johnson - To add \$115,000 to the budget to upgrade the district's financial

software.

YES (7) - Weitlauf, Washington, Ackerman, Johnson, Meade, Thomas, White

NO(0)

ABSTAINED (1) - Shulman

ABSENT (1) – Antipas

MOTION PASSED

III. <u>BUDGET WORK SESSION</u> (Cont'd)

• The final budget number is \$88,857,603, which represents a 9.01% increase.

MOTION: Thomas, Ackerman - To request that the Town Council rearrange their budget review

calendar to consider the Board of Education's budget last.

MOTION PASSED UNANIMOUSLY

IV. <u>ADJOURNMENT</u>

MOTION: Ackerman, Johnson - To adjourn at 8:36 p.m.

MOTION PASSED UNANIMOUSLY

GROTON BOARD OF EDUCATION SPECIAL MEETING MINUTES FEBRUARY 23, 2024 @ 7:00 P.M. REMOTE MEETING

MEMBERS PRESENT: Jay Weitlauf - Chairperson, Beverly Washington - Vice Chairperson, Andrea

Ackerman, Adrian Johnson, Robert Meade, Matthew Shulman, Ian Thomas,

Jennifer White

MEMBERS ABSENT: Dean Antipas

ALSO PRESENT: Clint Kennedy

I. <u>CALL TO ORDER</u> – Mr. Jay Weitlauf, Chairperson called the meeting to order at 7:00 p.m.

II. <u>BUDGET WORK SESSION</u> - Mr. Weitlauf noted that removing Adult Education from the budget would be a hardship to the people who need the service. He learned from John Burt that last year the Town received \$124,000 for Adult Education. Mr. Weitlauf stated that the Connecticut state website showed a pending grant of \$207,000, which will be coming back to the town to pay for expenses incurred by the BOE for Adult Education either this year or next year.

MOTION: Shulman, Weitlauf - To reconsider the original motion regarding Adult Education.

PASSED UNANIMOUSLY

MOTION: Thomas, Johnson - To add \$252,335 back to the budget for Adult Education.

PASSED UNANIMOUSLY

The Board held extensive discussion regarding cutting staff and administrative costs.

Mr. Weitlauf stated that the Town Manager has tentatively moved the Board to April 15, 2024 on the Town Council's Budget Review calendar for review of the Board's budget. He asked the Board to reflect on the information they have received thus far in order to vote on the budget on Monday, February 26.

III. <u>ADJOURNMENT</u>

MOTION: Ackerman, Meade - To adjourn at 8:35 p.m.

PASSED UNANIMOUSLY

GROTON BOARD OF EDUCATION REGULAR MEETING MINUTES FEBRUARY 26, 2024 @ 6:00 P.M. TOWN HALL ANNEX, CR 1

MEMBERS PRESENT: Jay Weitlauf - Chairperson, Beverly Washington - Vice Chairperson (remote),

Andrea Ackerman, Adrian Johnson, Robert Meade, Matthew Shulman,

Ian Thomas, Jennifer White

MEMBERS ABSENT: Dean Antipas

ALSO PRESENT: Susan Austin, Philip Piazza, Denise Doolittle, David Fleig, Clint Kennedy,

Laurie LePine, Sam Kilpatrick, David Haugeto, Zoë Antipas

I. <u>CALL TO ORDER</u> – Mr. Jay Weitlauf, Chairperson 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 David Haugeto.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS

NONE

III. COMMENTS FROM CITIZENS

- 1. Mr. Mike Whaler, 135 Charter Oak, who addressed sports, specifically fencing, and their needs for bigger budgets:
 - Need core equipment which the Board should be paying for.
 - A knowledgeable female coach.
 - Fencing Tester
 - Strips and Scoreboards
 - Fencing clothing
 - Do a feeder program.
- 2. Mrs. Portia Bordelon, 24 Jefferson Drive, noted:
 - She agreed with the comments from the prior speaker.
 - Concern with the cuts for Summer School and Adult Education.
 - Suggests that the Board is not funding the Achievement Gap.
 - Concern with the lack of software for the financial department.
- 3. Mrs. Rita Volkmann, 135 Dogwood Lane stated that she was in support of the comments made by Mrs. Bordelon.

IV. RESPONSE TO COMMENTS FROM CITIZENS

1. Mr. Thomas thanked everyone who came out to the Board meeting.

V. <u>STUDENT REPRESENTATIVE REPORT</u>

The Student Representatives gave the following reports:

Zoë Antipas

CK Invention/Convention on March 1, 2024

NEA 5th grade drama club on March 1, 2024, Hansel and Gretal

TR Schoolwide Recycling project

David Haugeto

Winter Sports

Robotics - Build Season for Robot

School Play was held last weekend.

School Spirit – Morning Announcements

Boys Basketball

College Prep

FAFSA/Student Aid

8th Grade Tours

Fitch Administration and Counselors

Easing the bridge

Questions and feedback from students

Spring Sports

Baseball

Softball

Outdoor Track

Girls Lacrosse

Boys Lacrosse

AP Testing /SATS

Zoë Antipas spoke about the benefits of the IB Diploma program.

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

- A. Superintendent & Assistant Superintendent Report
 - 1. Discussion re: FY25 Budget Superintendent read a statement regarding the efforts that she and her staff put forth in preparing the FY25 budget, as well as the hard work of the Board. (Attachment #1)
- B. Reports and Information from the Staff
 - 1. Director of Finance
 - Object Code Summary FY 24 (Attachment #2) Mr. Fleig gave an overview of the Object Code Summary dated February 22, 2024, that shows an unexpended balance of \$6,855,582.
 - Health Insurance Report (Attachment #3) Mr. Fleig gave an overview of the Health Insurance Report for the month of December.
 - Utilities Report (Attachment #4) Mr. Fleig gave an overview of the Utilities Report.

VI. <u>SUPERINTENDENT AND ADMINISTRATION REPORTS</u> – cont.

- B. Reports and Information from the Staff cont.
 - 2. Director of Buildings and Grounds
 - Update re: School Facilities Mr. Kilpatrick gave an overview of:
 - o FHS LED lighting project:
 - Thermal Jackets done.
 - Transformers installed.
 - Lighting done this week; return Concourse.
 - o FHS Vape Detectors: 10 installed, waiting for IT to activate.
 - o GMS Field Lights tested, ready to go. Need beacon n walk lights.
 - o GMS Scoreboards Sourcewell awaiting pricing.
 - o Solar GMS & MRMS Inspected and tested Roof post installed inspected.
 - o March 19, 2024, Groton Public Schools will receive an award for adoption of Solar panels on schools.
 - O Charles Barnum Roof Ed Specs complete has been sent to the Architect.
 - Scheduling meetings with Board of Education and the Town.
 - Late Buses Meeting with STA upper management this week (Thursday) to express the district's concerns.

VII. <u>COMMITTEE REPORTS</u>

- A. Policy Mr. Shulman noted that the Policy Committee met and discussed the policies on the agenda for first and second readings.
- B. Curriculum There was no report.
- C. Finance/Facilities Mrs. White noted that the Finance/Facilities Committee met and had a report from Mr. Kilpatrick on the CIP summary sheet, report from Fuss and O'Neill of their study at NEA and CK regarding the excessive humidity at those schools. The Board had requested more detailed invoices from STA. Superintendent Austin stated that Senator Somers, Special Education Excess Costs reimbursement should go to the Board and not to the Town. She will follow up with John Burt. Mr. Kilpatrick reported:
 - That the property damage to the truck plow is estimated to be approximately \$30,000.
 - There will be a battery-operated beacon installed on the middle pole for the GMS field light project.
 - He met with an architect for a roof and potential solar project at CB.
 - The architect will be making a presentation to the Finance/Facilities Committee, BOE, Town Council, and RTM by the end of March in the hope of going out to bid in April.
 - The Finance Director asked on behalf of the Board for a detailed invoice from STA.

Mrs. White stated that the next Finance/Facilities Committee meeting will be held on March 5, 2024.

- D. Communications There was no report.
- E. Negotiations There was no report.
- F. LEARN Mrs. Washington noted that the LEARN met on February 8, 2024. They did a full review of the Audit Report and it was reviewed by the Board, discussed cyber security, lottery season January 1 to March 1, there are 400 applications for the Marine Magnet School and it is not diverse, the Governor's budget there is no off set to the Town and there is a 3% increase; they reviewed the Diversity Plan, and the Teacher Resident Plan had 48 graduates last year.

VII. <u>COMMITTEE REPORTS</u> - cont.

- G. TCC/RTM/BoE Liaison There was no report.
- H. AGSA/GEA/BoE Liaison The AGSA/GEA/BoE Liaison Committee met February 22, 2024 and discussed the buses arriving late and researching scheduling changes at the secondary level.
- I. Groton Scholarship Mr. Weitlauf noted that the Groton Scholarship Fund met on February 8, 2024 and discussed the challenges with FASA in their application process and they extended their deadline to February 16, 2024.
- J. Athletic Fields There was no report. The Athletic Fields Committee met on February 21, 2024. However, they did not have a quorum.
- K. Trails Committee There was no report.
- L. Library Committee Mr. Shulman noted that the Library Committee met and discussed the State Nutrition Education Program.
- M. PSBC There was no report.
- N. State Council on Education Opportunities for Military Children There was no report.

VIII. <u>ACTION ITEMS</u>

A. Consent Agenda

MOTION: Ackerman, Meade: To approve the Consent Agenda.

PASSED -UNANIMOUSLY

B. Old Business

1. Discussion and possible action regarding a second reading of policy P 3250 Material Fees. (Attachment #5)

MOTION: Thomas, Shulman: To approve policy P 3250 Material Fees as a second reading. PASSED - UNANIMOUSLY

2. Discussion and possible action regarding a second reading of policy P 5141.5 Suicide Prevention/Intervention. (Attachment #6)

MOTION: Shulman, Thomas: To approve policy P 5141.5 Suicide Prevention/Intervention as a second reading.

Mr. Shulman made a statement on the grammar use in policies. (Attachment #7)

MOTION: Shulman, Meade: To return P 5141.5 back to the Policy Committee.

YES – Ackerman, Meade, Shulman, White, Weitlauf
NO – Johnson, Washington, Thomas
PASSED

VIII. ACTION ITEMS - cont.

C. New Business

1. Discussion and possible action regarding bylaw 9324 Meeting Conduct and Parliamentary Procedures as a first reading (Attachment #8)

MOTION: White, Thomas: To approve bylaw 9324 Meeting Conduct and Parliamentary

Procedures as a first reading.
PASSED - UNANIMOUSLY

2. Discussion and possible action regarding policy P 3240 Tuition Fees as a first reading. (Attachment #9)

MOTION: Meade, Thomas: To approve policy P 3240 Tuition Fees as a first reading.

PASSED - UNANIMOUSLY

3. Discussion and possible action regarding policy P 5112 Ages of Attendance as a first reading. (Attachment #10)

MOTION: Thomas, Washington: To approve policy P 5112 Ages of Attendance as a first

reading.

PASSED - UNANIMOUSLY

4. Discussion and possible action regarding the authorization of Groton Public Schools to file the Increasing Educator Diversity Plan with the Connecticut State Department of Education. (Attachment #11)

MOTION: Johnson, Thomas: To approve the authorization of Groton Public Schools

to file the Increasing Educator Diversity Plan with the

Connecticut State Department of Education.

YES - Weitlauf, Washington, Ackerman, Johnson,

Shulman, Thomas, White ABSTAINED – Meade

PASSED

5. Discussion & possible action regarding the approval of the FY25 budget

MOTION: Washington, Ackerman: To approve the FY25 budget in the amount of

\$87,958,484, which is a 7.91% increase over the FY24

budget.

Mr. Thomas made a statement regarding his disagreement with the way the administration prepared the budget. (Attachment #12)

YES - Weitlauf, Washington, Ackerman Johnson,

Meade, Shulman, White

NO - Thomas

PASSED

IX. <u>INFORMATION AND PROPOSALS</u>

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

- Mrs. Washington noted a question from one of her neighbors regarding the process for requesting a new bus stop. Mr. Kilpatrick responded to have the parent contact their child's school and the school will forward the request to the transportation department.
- Mr. Johnson explained his vote on the budget re: bringing positions back.
- Dr. Ackerman noted that she attended:
 - O DEI concert and it was wonderful.
 - O Calvin McCall has been invited to speak at the 9:30 a.m. service at the Mystic Congregational Church.
- Mrs. White said thank you to the Administration and fellow Board members for voting on something that is not at 0%.
- Mr. Shulman expressed his joy at the Black History concert. He stated that he hopes that there will be a cover letter when the budget is sent to the Town and that it notes the non-lapsing funds. He made two referrals to the Policy Committee: 1) regarding student cell phone use during instructional time and 2) appropriate student use of generative AI and to invite Dr. Kennedy to attend.
- Mr. Thomas received an email regarding fees for Summer School and Adult Education. Mr. Thomas thanked Mr. Shulman for bringing up the non-lapsing fund consistently.
- Mr. Weitlauf noted that:
 - o He enjoyed the concert during Black History Month.

X. <u>ADVANCE PLANNING</u>

A. Future Meeting Dates and Calendar Items for Board Attention

As noted in the agenda.

B. Suggested Agenda Items

NONE

XI. <u>ADJOURNMENT</u>

MOTION: Ackerman, Meade: To adjourn at 9:06 p.m. PASSED UNANIMOUSLY

As Superintendent of Schools, in partnership with our administrative team and our Board of Education, we have prepared a responsible, rational, and efficient budget that focuses on our mission of teaching and learning. This is a budget that keeps our students at the heart and center of our work, with exemplary instructional programs, standards-based curriculum, new legislated initiatives like the Right to Read, while also caring for student and staff safety, security, and well-being.

With the ARP ESSER closeout this year, we always knew that most positions would go away and just a few may remain as needed. We first prepared a Post-COVID level-service budget, but after hearing from the Board, the town council, and the RTM education committee, we went back to scrutinize the budget further and what you will see tonight is a Pre-COVID level-service budget.

There are many challenges we face in the next year. . .

We are seeing escalating inflationary costs, a new more expensive bus contract, higher healthcare costs, numerous unfunded mandates, as well as contractual wage obligations. After a decade of budgets that averaged .5 percent annual increases, using the health-savings reserve, we are faced with increases in this year's budget for the same services.

Since the beginning of January, we have spent numerous hours during the day and into the evening working together to understand FY 25 budget deeply with a focus on student and staff learning, as well as student and staff safety and wellbeing. We labored over the budget at the building level, program level, operations level, and line by line in the function codes. The original proposed budget began as an 8.27% increase without healthcare, moved to a 13.43% budget with healthcare, followed by 8.76%, then 9.32% with Thursday night's additions to the budget.

After hearing from the many constituents on the council, RTM, and Board, we have gone back to review the ARP ESSER grant, which was initialized 4 years ago and needs to sunset. Tonight, after much reflection, we are proposing a 7.9% increased level-service budget. This is a responsible, rational, efficient budget that focuses on our mission of teaching and learning and keeps our students at the heart and center of our work together.

In partnership with the Board and the professional staff and leadership of the district, I make the recommendation of this 7.9% FY25 budget; A responsible, rational, sustainable Pre-COVID level service budget that is essential for our students and is affordable for our community.

AT TIME of VOTE: See chart that shows the many cuts to the original Post-COVID level-service budget that we began with to get to the 7.9% adjusted budget; reflecting the number of staff, supplies, security that students had prior to COVID19.

| | Date prep: | | | FY24 Budget | Summary Review | | | |
|------------|--|------------------------------------|----------------------|----------------------|-----------------|----------------------|-------------------|----------------|
| | 2/22/24 7:42 | 2 AM | | | | | | |
| | | | FY24 | | | FY24 Actual | Remaining | |
| | Account | Object #s | Budget 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| | Account | Object #S | 2023-2024 | Lxperiultures | Liicumberea | Total | Dalance | /0 |
| | Salaries | | | | | | | |
| 1 | Administrators | 105-109 | 5,139,279 | 3,381,648 | 1,809,628 | 5,191,277 | (51,998) | (1.0%) |
| 2 | Teachers | 101-104,123-127,151-152 | 35,924,586 | 17,156,681 | 17,994,811 | 35,151,492 | 773,094 | 2.2% |
| 3 | Non-Cert Aides | 110-111,130-131,136,139 | 4,621,663 | 2,459,293 | 1,369,053 | 3,828,346 | 793,317 | 17.2% |
| 4 | Substitute - Cert & Non-Cert | 120-121 | 1,057,434 | 899,607 | 0 | 899,607 | 157,827 | 14.9% |
| 5 | Clerical | 112-114,132-134,144 | 2,059,296 | 1,484,785 | 756,790 | 2,241,575 | (182,279) | (8.9%) |
| 6 7 | Custodial/Maintenance/Techs Campus Security/Supervision | 117-118,129,137-138,147-148 128 | 3,685,428 190,167 | 2,360,635 157,602 | 1,237,893 0 | 3,598,528 157,602 | 86,900 32,565 | 2.4% 17.1% |
| 8 | Total Salaries | 100 | 52,677,853 | 27,900,250 | 23,168,175 | 51,068,425 | 1,609,428 | 3.1% |
| Ü | Total Galaries | 100 | 32,011,033 | 21,300,230 | 23,100,173 | 31,000,423 | 1,003,420 | 3.170 |
| | Benefits | | | | | | | |
| 9 | Health Insurance | 201-202 | 6,881,439 | 3,857,523 | 0 | 3,857,523 | 3,023,916 | 43.9% |
| 10 | Workers Comp & Town Pension | 211,213 | 1,089,758 | 1,089,747 | 0 | 1,089,747 | 11 | 0.0% |
| | Social Security & Medicare | 212,214 | 1,571,584 | 976,641 | 0 | 976,641 | 594,943 | 37.9% |
| | Other Benefits | 222-227 | 394,000 | 318,675 | 0 | 318,675 | 75,325 | 19.1% |
| 13 | Total Benefits | 200 | 9,936,781 | 6,242,586 | 0 | 6,242,586 | 3,694,195 | 37.2% |
| | Purchased Services | | | | | | | |
| 11 | Instructional Services | 204 204 | 235,375 | 118,831 | 2,860 | 121,691 | 113,684 | 48.3% |
| | Professional Services | 321-324 331 | 310,731 | 461,967 | 2,860 41,522 | 503,488 | (192,757) | (62.0%) |
| | Other Prof Services | 332 | 595,000 | 376,035 | 143,457 | 519,492 | 75,508 | 12.7% |
| | OT & PT Services | 333 | 750,000 | 96,374 | 727,593 | 823,967 | (73,967) | (9.9%) |
| 18 | Legal | 334 | 71,100 | 58,908 | 0 | 58,908 | 12,193 | 17.1% |
| | Athletic Officials & Other Athletic Serv | 341-342 | 82,390 | 52,879 | 0 | 52,879 | 29,511 | 35.8% |
| | Computer Network Services | 343 | 164,483 | 129,077 | 0 | 129,077 | 35,406 | 21.5% |
| 21 | Total Purchased Services | 300 | 2,209,079 | 1,294,071 | 915,431 | 2,209,502 | (423) | (0.0%) |
| | Dramarty Carriago | | | | | | | |
| 22 | Property Services Water & Sewer | 410-411 | 101,807 | 64,990 | 252 | 65,241 | 36,566 | 35.9% |
| | Trash & Snow Removal | 421-422 | 138,341 | 55,990 | 32,221 | 88,211 | 50,130 | 36.2% |
| | Repair/Maintenance | 430-435,490-491,499 | 496,549 | 451,355 | 92,241 | 543,596 | (47,047) | (9.5%) |
| | Rental | 441 | 135,267 | 87,556 | 37,213 | 124,769 | 10,498 | 7.8% |
| 26 | Total Property Services | 400 | 871,964 | 659,890 | 161,927 | 821,818 | 50,146 | 5.8% |
| | | | | | | | | |
| | Transportation, Insurance, Co | | | | | | | |
| | Transportation: Schools | 510-513 | 6,171,636 | 2,979,032 | 3,145,748 | 6,124,781 | 46,855 | 0.8% |
| | Transportation: Student Activities Transportation: Staff | | 175,933 153,750 | 51,721 28,371 | 52,176 | 103,897 28,371 | 72,036 125,379 | 40.9% 81.5% |
| 29 30 | Insurance | 580-584 522,525 | 457,874 | 455,364 | 0 | 455,364 | 2,510 | 0.5% |
| | | 530-552 | 155,542 | 205,782 | 2,184 | 207,967 | (52,425) | (33.7%) |
| | Tuition: Special Education | 561-563,568 | 4,068,674 | 2,577,744 | 1,205,983 | 3,783,727 | 284,947 | 7.0% |
| | Tuition: Other | 564-567 | 1,218,720 | 1,075,435 | 0 | 1,075,435 | 143,285 | 11.8% |
| 34 | Total Trans, Ins, Comm, Tuition | 500 | 12,402,129 | 7,373,450 | 4,406,091 | 11,779,541 | 622,588 | 5.0% |
| | | | | | | | | |
| ~ - | Supplies Supplies | 004 000 040 045 555 | E4E 040 | 202 452 | 00.400 | 055 075 | 450.000 | 00.00/ |
| | | 601-609,613-619,622-623,628 | 515,243 235,900 | 326,452 215,265 | 29,423 1,890 | 355,875 217,155 | 159,368 18,745 | 30.9% 7.9% |
| | Computer Supplies Electricity & Heating | 610-612 631-633 | 235,900 1,652,798 | 215,265 1,176,778 | 1,890 9,701 | 217,155 1,186,479 | 466,319 | 7.9% 28.2% |
| 38 | Transportation Supplies | 634,656 | 374,029 | 217,099 | 3,753 | 220,852 | 153,177 | 41.0% |
| 39 | Textbooks & Library Books | 640-642,645,647 | 90,168 | 34,382 | 75 | 34,457 | 55,711 | 61.8% |
| 40 | Facility/Maintenance Supplies | 650,652-655,657,659 | 271,678 | 293,524 | 79,724 | 373,249 | (101,571) | (37.4%) |
| | Other Supplies (staff dev, PPE, etc) | 621,624-627,690 | 89,760 | 44,660 | 1,671 | 46,331 | 43,429 | 48.4% |
| 42 | Total Supplies | 600 | 3,229,576 | 2,308,160 | 126,238 | 2,434,398 | 795,178 | 24.6% |
| | F | | | | | | | |
| 40 | Instructional Equipment | 700 705 | 70 704 | 40.040 | _ | 42.040 | 60 704 | 00 40/ |
| | Instructional Equipment Non-Instructional Equip | 730,735 731,736 | 73,734 10,000 | 13,013 8,166 | 0 | 13,013 8,166 | 60,721 1,834 | 82.4% 18.3% |
| 45 | | 700 | 83,734 | 21,179 | 0 | 21,179 | 62,555 | 74.7% |
| | | - 54 | 22,101 | , | , | _ :, 3 | -, | , , |
| 46 | Total Dues & Fees | 800 | 99,511 | 77,596 | 0 | 77,596 | 21,915 | 22.0% |
| | | | | | | | | |
| 47 | GRAND TOTAL | | 81,510,627 | 45,877,182 | 28,777,863 | 74,655,045 | 6,855,582 | 8.4% |
| | | _ | | | | | | |

| D. 4 | | Groton | Public Schools | | | | |
|---|--------------------------------------|----------------------|--------------------|--------------------|----------------------|-------------------|---------------|
| Date prep: | 0.484 | | FY24 Budget | Summary Review | | | |
| 2/22/24 7:47 | 2 AM | FY24 | | | FY24 | | |
| | | Budget | | | Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| | <u>-</u> | _ | - | - | - | _ | |
| Salaries | | | | | | | |
| Administrators | • | | | | | | |
| 48 Administrators | 105 | 1,225,814 | 914,320 | 485,621 | 1,399,941 | (174,127) | (14.2%) |
| 49 Principals | 106 | 1,176,065 | 719,171 | 406,190 | 1,125,361 | 50,704 | 4.3% |
| 50 Asst. Principals/Sp.Ed. Supv | 107 | 2,404,422 | 1,549,296 | 835,022 | 2,384,318 | 20,104 | 0.8% |
| 51 6-12 Curriculum Coordinators | 108 | 181,586 | 99,874 | 30,390 | 130,264 | 51,322 | 28.3% |
| 52 Athletic Director | 109 | 151,392 | 98,987 | 52,405 | 151,392 | 0 (7.1.222) | 0.0% |
| 53 | - | 5,139,279 | 3,381,648 | 1,809,628 | 5,191,277 | (51,998) | (1.0% |
| Teachers | 404.0.454 | 05 404 454 | 40 000 050 | 12.040.425 | 25 220 204 | 205 072 | 0.00/ |
| 54 Classroom Teachers | 101 & 151 | 25,434,454 | 12,280,956 | 12,948,425 | 25,229,381 | 205,073 | 0.8% |
| 55 Sp.Ed Certified 56 Madia Specialist | 102 | 8,027,872 | 3,846,168 | 4,149,157 | 7,995,326 694,799 | 32,546 | 0.4% |
| 56 Media Specialist57 Guidance | 103 | 710,122 1,157,759 | 335,103 493,591 | 359,696 537,533 | 1,031,124 | 15,323 126,635 | 2.2% 10.9% |
| | 104 | 42,230 | 18,936 | · | 18,936 | 23,294 | 55.2% |
| 58 Adult Ed59 Coach Stipends | 124 126 | 350,867 | 125,174 | 0 0 | 125,174 | 225,693 | 64.3% |
| 60 Other Student Activities | 126 | 138,413 | 14,218 | 0 | 14,218 | 124,195 | 89.7% |
| 61 | 121 | 35,924,586 | 17,156,681 | | 35,151,492 | 773,094 | 2.2% |
| Other Staff | _ | 33,924,360 | 17,130,001 | 17,994,011 | 35,151,492 | 773,094 | 2.2/0 |
| 62 Reg.Ed Aides - Kindergarten | 110 & 130 | 474,630 | 200,701 | 0 | 200,701 | 273,929 | 57.7% |
| 63 Sp.Ed Aides - Para I & Para II | 111 & 131 | 3,081,335 | 627,043 | 208,147 | 835,189 | 2,246,146 | 72.9% |
| 64 Tutors | 125 & 152 | 458,450 | 1,250,329 | 1,110,951 | 2,361,280 | (1,902,830) | (415.1%) |
| 65 School Bus Aides | 136 | 446,772 | 279,410 | 0 | 279,410 | 167,362 | 37.5% |
| 66 Other Non-Certified Personnel | 139 & 119 | 160,476 | 101,809 | 49,955 | 151,765 | 8,711 | 5.4% |
| 67 | - | 4,621,663 | 2,459,293 | 1,369,053 | 3,828,346 | 793,317 | 17.2% |
| Substitute | - | 1,021,000 | 2, 100,200 | 1,000,000 | 0,020,010 | 700,017 | 17.270 |
| 68 Substitute Reg.Ed Certified | 120 | 967,567 | 899,607 | 0 | 899,607 | 67,960 | 7.0% |
| 69 Substitute Spec.Ed Certified | 121 | 89,867 | 0 | 0 | 0 | 89,867 | 100.0% |
| 70 | | 1,057,434 | 899,607 | 0 | 899,607 | 157,827 | 14.9% |
| Clerical | - | 1,001,101 | | | | , | |
| Sp.Ed Clerical | 112 & 132 | 102,429 | 108,009 | 58,369 | 166,379 | (63,950) | 0.0% |
| School Clerical | 113 & 133 | 770,888 | 526,253 | 313,858 | 840,111 | (69,223) | (9.0%) |
| Admin Clerical | 114 & 134 | 1,142,100 | 744,194 | 384,563 | 1,128,757 | 13,343 | 1.2% |
| Clerical Overtime | 143 & 144 | 43,879 | 106,329 | 0 | 106,329 | (62,450) | (142.3%) |
| 71 Clerical | - 112'113'114'132'133'134'143'144 | 2,059,296 | 1,484,785 | 756,790 | 2,241,575 | (182,279) | (8.9%) |
| Custodial/Maintenance/Techs | - | | · · · | · | | , | , |
| 72 Custodial | 117 & 137 | 1,963,442 | 1,310,105 | 637,865 | 1,947,970 | 15,472 | 0.8% |
| 73 Maintenance | 118 & 138 | 874,573 | 490,333 | 352,052 | 842,385 | 32,188 | 3.7% |
| 74 Custodial/Maintenance Overtime | 147 & 148 | 110,500 | 56,623 | 0 | 56,623 | 53,877 | 48.8% |
| 75 Technicians | 129 & 149 | 736,913 | 503,574 | 247,976 | 751,550 | (14,637) | (2.0%) |
| 76 | _ | 3,685,428 | 2,360,635 | 1,237,893 | 3,598,528 | 86,900 | 2.4% |
| Security | _ | | | | | | |
| 77 Security/Supervision | 128 | 190,167 | 157,602 | 0 | 157,602 | 32,565 | 17.1% |
| 78 Total Salaries | | 52,677,853 | 27,900,250 | 23,168,175 | 51,068,425 | 1,609,428 | 3.1% |
| | _ | | | | | | |
| Benefits | | | | | | | |
| Health Insurance | | | | | | | |
| 79 Group Ins. Prof | 201 | 5,507,319 | 3,857,523 | 0 | 3,857,523 | 1,649,796 | 30.0% |
| 80 Group Ins. Other | 202 | 1,374,120 | 0 | 0 | 0 | 1,374,120 | 100.0% |
| 81 | _ | 6,881,439 | 3,857,523 | 0 | 3,857,523 | 3,023,916 | 43.9% |
| Workers Comp & Town Pension | | | | | | | |
| 82 Worker's Compensation | 211 | 352,258 | 352,247 | 0 | 352,247 | 11 | 0.0% |
| 83 Town Pension | 213 | 737,500 | 737,500 | 0 | 737,500 | 0 | 0.0% |
| 84 | _ | 1,089,758 | 1,089,747 | 0 | 1,089,747 | 11 | 0.0% |
| Social Security & Medicare | | | | | | | |
| 85 Social Security | 212 | 807,754 | 501,603 | 0 | 501,603 | 306,151 | 37.9% |
| 86 Medicare | 214 | 763,830 | 475,038 | 0 | 475,038 | 288,792 | 37.8% |
| 87 | _ | 1,571,584 | 976,641 | 0 | 976,641 | 594,943 | 37.9% |
| Other Employee Benefits | | | | | | | |
| 88 Retirement Awards | 222 | 242,500 | 229,771 | 0 | 229,771 | 12,729 | 5.2% |
| 89 Unemployment | 223 | 35,000 | 15,374 | 0 | 15,374 | 19,626 | 56.1% |
| 90 Tuition Reimb Certified | 224 | 115,000 | 72,030 | 0 | 72,030 | 42,970 | 37.4% |
| 92 Mentor Stipend | 227 | 1,500 | 1,500 | 0 | 1,500 | 0 | 0.0% |
| 93 | _ | 394,000 | 318,675 | 0 | 318,675 | 75,325 | 19.1% |
| 94 Total Benefits | | 9,936,781 | 6,242,586 | 0 | 6,242,586 | 3,694,195 | 37.2% |

| Doto muono | | Groton | Public Schools | | | | |
|---|-----------------|------------------------------------|----------------------|------------------|-----------------------------|--------------------------|------------------|
| Date prep: 2/22/24 7:42 | · AM | | FY24 Budget | Summary Review | | | |
| 2/22/24 /:42 | AW | FY24 | | | FY24 | | |
| | | Budget | | | Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| | | | | | | | |
| Purchased Services | | | | | | | |
| nstructional Services | | 100 500 | 00.005 | 4 475 | 07.400 | 50.000 | 45 407 |
| 95 Instructional Services | 321 & 323 | 123,500 | 66,005 | 1,475 | 67,480 | 56,020 57,664 | 45.4% |
| 96 Instruct Improvement Services97 | 322 & 324 | 111,875 235,375 | 52,826 118,831 | 1,385 2,860 | 54,211 121,691 | 57,664 113,684 | 51.5% 48.3% |
| Professional Services | | | -7 | , | , | -, | |
| 98 Professional Services | 331 | 310,731 | 461,967 | 41,522 | 503,488 | (192,757) | (62.0%) |
| 99 Other Professional Services | 332 | 595,000 | 376,035 | 143,457 | 519,492 | 75,508 | 12.7% |
| 100 OT & PT Services | 333 | 750,000 | 96,374 | 727,593 | 823,967 | (73,967) | (9.9%) |
| I01 Legal Services | 334 | 71,100 1,726,831 | 58,908 993,283 | 0 912,571 | 58,908 1,905,855 | 12,193 (179,024) | 17.1% (10.4%) |
| Athletic Officials & Other Athletic Se | ervices | | 000,200 | 0.2,0 | 1,000,000 | (110,021) | (101170) |
| 103 Athletic Officials | 341 | 63,550 | 42,018 | 0 | 42,018 | 21,532 | 33.9% |
| 104 Other Athletic Services | 342 | 18,840 | 10,861 | 0 | 10,861 | 7,979 | 42.4% |
| 105 | | 82,390 | 52,879 | 0 | 52,879 | 29,511 | 35.8% |
| Computer Network Services | | 404.400 | 400.0== | | | a= 400 | 0.4 - 0.4 |
| 106 Computer Network Services107 Total Purchased Services | 343 | <u>164,483</u> 2,209,079 | 129,077 1 294 071 | 915,431 | 129,077 2,209,502 | 35,406 (423) | 21.5% |
| 107 Total Purchased Services | | 2,209,079 | 1,294,071 | 915,431 | 2,209,502 | (423) | (0.0%) |
| Property Services | | | | | | | |
| Vater/Sewer | | | | | | | |
| 108 Water | 410 | 66,844 | 38,427 | 252 | 38,678 | 28,166 | 42.1% |
| 109 Sewer | 411 | 34,963 | 26,563 | 0 | 26,563 | 8,400 | 24.0% |
| l10 Frash & Snow Removal | | 101,807 | 64,990 | 252 | 65,241 | 36,566 | 35.9% |
| I11 Trash Removal | 421 | 88,341 | 55,990 | 32,221 | 88,211 | 130 | 0.1% |
| I12 Snow Removal | 422 | 50,000 | 0 | 0 | 00,211 | 50,000 | 100.0% |
| 113 | | 138,341 | 55,990 | 32,221 | 88,211 | 50,130 | 36.2% |
| Repair/Maintenance | | | , | , | , | , | |
| 114 Equipment Repairs | 430 | 129,425 | 74,619 | 755 | 75,374 | 54,051 | 41.8% |
| I15 Grounds Repairs | 431 | 191,510 | 195,673 | 64,430 | 260,103 | (68,593) | (35.8%) |
| I16 General Bldg Repairs | 432 | 27,135 | 16,662 | 3,430 | 20,092 | 7,043 | 26.0% |
| I17 Painting | 433 | 5,146 | 0 | 0 | 0 | 5,146 | 100.0% |
| I18 Heat & Plumbing | 434 | 48,400 | 70,769 | 7,733 | 78,503 | (30,103) | (62.2%) |
| 119 Electrical | 435 | 10,239 | 10,703 | 2,765 | 13,468 | (3,229) | (31.5%) |
| 120 Extermination Services121 Bldg Fire Protection | 490 491 | 12,259 48,289 | 10,336 37,301 | 4,629 8,500 | 14,965 45,801 | (2,706) 2,488 | (22.1%) 5.2% |
| 123 Other Purch Services | 499 | 24,146 | 35,290 | 0,300 | 35,290 | (11,144) | (46.2%) |
| 124 | 400 | 496,549 | 451,355 | 92,241 | 543,596 | (47,047) | (9.5%) |
| Rental | | | 101,000 | 0 =,= · · | 0.0,000 | (,0) | (0.070) |
| 125 Rental | 441 | 135,267 | 87,556 | 37,213 | 124,769 | 10,498 | 7.8% |
| 126 Total Property Services | | 871,964 | 659,890 | 161,927 | 821,818 | 50,146 | 5.8% |
| Transportation, Insurance, Communic | ations. Tuition | | | | | | |
| Fransportation: Schools | | _ | | | | | |
| 127 Reg.Ed Pupil Transportation | 510 & 516 | 3,580,347 | 1,713,523 | 2,139,274 | 3,852,797 | (272,450) | (7.6%) |
| 128 Sp.Ed - Trans - STA | 511 | 1,573,150 | 633,956 | 1,006,474 | 1,640,431 | (67,281) | (4.3%) |
| 129 Sp.Ed - Trans - Curtin | 512 | 1,018,139 | 631,553 | 0 | 631,553 | 386,586 | 38.0% |
| 130 Pupil Transp Reimbursement | 513 | 0 | 0 | 0 | 0 | 0 | |
| 131 | | 6,171,636 | 2,979,032 | 3,145,748 | 6,124,781 | 46,855 | 0.8% |
| Fransportation: Other | 587 | 98,100 | 21,395 | 4E 207 | 66,782 | 31,318 | 31.9% |
| 132 Transportation - Athletics133 Transportation - Field Trips | 588 | 53,988 | 22,124 | 45,387 6,489 | 28,613 | 25,375 | 47.0% |
| 134 Entry Fees - Athletics | 591 & 592 | 14,475 | 7,125 | 150 | 7,275 | 7,200 | 49.7% |
| 135 Admission Fees | 595 | 9,370 | 1,077 | 150 | 1,227 | 8,143 | 86.9% |
| 137 | | 175,933 | 51,721 | 52,176 | 103,897 | 72,036 | 40.9% |
| ransportation: Staff | | | | | | | <u> </u> |
| 138 Travel - Education | 580 & 581 | 5,900 | 2,188 | 0 | 2,188 | 3,712 | 62.9% |
| 139 Travel - Admin | 582 & 583 | 32,000 | 15,013 | 0 | 15,013 | 16,987 | 53.1% |
| 140 Travel - Conferences | 584 | 115,850 | 11,170 | 0 | 11,170 | 104,680 | 90.4% |
| 141 | | 153,750 | 28,371 | 0 | 28,371 | 125,379 | 81.5% |
| | | | | | | | |
| iability & Accident Insurance | 500 | 440 700 | 444.054 | ^ | 444.054 | 7.10 | 0.007 |
| | 522 525 | 442,702 15,172 | 441,954 13,410 | 0 0 | 441,954 13,410 | 748 1,762 | 0.2% 11.6% |

| Date prep: | | | FY24 Budget | Summary Review | | | |
|--|----------------------|--------------------|-------------------|----------------|-------------------|---------------------|-----------------|
| 2/22/24 7:4 | 42 AM | | | | | | |
| | | FY24 Budget | | | FY24 Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| | | - | - | - | - | - | <u>-</u> |
| Communications | | | | _ | | (,,,,,,,,) | |
| 145 Telephone, Telephone Repairs | 530 | 106,400 | 150,408 | 0 | 150,408 | (44,008) | (41.4%) |
| 146 Postage | 531 | 30,100 | 7,646 | 0 | 7,646 | 22,454 | 74.6% |
| 147 Advertisement148 Minority Recruitment | 540 541 | 5,000 0 | 5,919 33,900 | 2,184 0 | 8,103 33,900 | (3,103) (33,900) | (62.1%) |
| 149 Printing Admin | 550 | 11,542 | 7,459 | 0 | 7,459 | 4,083 | 35.4% |
| 150 School Publications | 551 & 552 | 2,500 | 450 | 0 | 450 | 2,050 | 82.0% |
| 151 | | 155,542 | 205,782 | 2,184 | 207,967 | (52,425) | (33.7%) |
| Tuition: Special Education | | <u> </u> | · | · | · | , | · · |
| 152 Sp.Ed Vocational | 561 | 411,956 | 217,961 | 174,035 | 391,996 | 19,960 | 4.8% |
| 153 Sp.Ed BoE Placements | 562 | 2,557,373 | 1,187,049 | 877,737 | 2,064,786 | 492,587 | 19.3% |
| 154 Sp.Ed State Placements | 563 | 329,060 | 171,452 | 106,105 | 277,557 | 51,503 | 15.7% |
| 155 Sp.Ed Magnet Choice | 568 | 770,285 | 1,001,283 | 48,105 | 1,049,388 | (279,103) | (36.2%) |
| 156 | | 4,068,674 | 2,577,744 | 1,205,983 | 3,783,727 | 284,947 | 7.0% |
| Tuition: Other | FC4 | 240 405 | 207.000 | 0 | 207.000 | 2.405 | 1 E0/ |
| 157 Adult Ed | 564 566 | 210,105 885,801 | 207,000 | 0 | 207,000 | 3,105 | 1.5% 12.7% |
| 158 Gen Ed Magnet Tuition159 Gen Ed Vo Ag Tuition | 567 | 122,814 | 772,913 95,522 | 0 | 772,913 95,522 | 112,888 27,292 | 22.2% |
| 160 | 307 | 1,218,720 | 1,075,435 | 0 | 1,075,435 | 143,285 | 11.8% |
| 161 Total Transportation, Insurance, Co | mmunication. Tuition | 12,402,129 | 7,373,450 | 4,406,091 | 11,779,541 | 622,588 | 5.0% |
| , | , | | .,, | ., | , , | , | |
| Supplies | | | | | | | |
| Instructional Supplies | _ | | | | | | |
| 162 General Classroom | 601 | 161,293 | 144,034 | 6,807 | 150,841 | 10,452 | 6.5% |
| 163 Science | 602 | 15,600 | 4,940 | 542 | 5,482 | 10,118 | 64.9% |
| 164 Arts & Crafts | 603 | 25,700 | 19,776 | 1,125 | 20,901 | 4,799 | 18.7% |
| 165 Phys. Ed | 604 | 11,800 | 4,054 | 50 | 4,104 | 7,696 | 65.2% |
| 166 Music | 605 | 22,800 | 8,094 | 101 | 8,195 | 14,605 | 64.1% |
| 167 Kindergarten | 606 | 4,200 | 0 | 0 | 0 | 4,200 | 100.0% |
| 168 Pupil Tests169 Tech. Ed | 607 609 | 77,700 12,750 | 60,887 5,792 | 1,039 926 | 61,926 6,718 | 15,774 6,032 | 20.3% 47.3% |
| 170 Home Ec Supplies | 613 | 14,500 | 4,124 | 122 | 4,246 | 10,254 | 70.7% |
| 171 Sp.Ed Supplies | 615 | 56,000 | 29,750 | 11,222 | 40,972 | 15,028 | 26.8% |
| 172 Athletic Supplies | 616 | 55,950 | 27,729 | 6,012 | 33,741 | 22,209 | 39.7% |
| 173 Math Supplies | 617 | 9,250 | 1,006 | 401 | 1,407 | 7,843 | 84.8% |
| 174 Health Supplies | 618 | 2,200 | 0 | 0 | 0 | 2,200 | 100.0% |
| 175 Other Supplies | 619 | 3,000 | 547 | 0 | 547 | 2,453 | 81.8% |
| 176 Health Serv Pathogen | 622 | 5,750 | 603 | 0 | 603 | 5,147 | 89.5% |
| 177 School Library Supplies | 623 | 6,250 | 1,048 | 0 | 1,048 | 5,202 | 83.2% |
| 178 Food, Drink, Snacks | 628 | 30,500 | 14,067 | 1,077 | 15,144 | 15,356 | 50.3% |
| 180 | | 515,243 | 326,452 | 29,423 | 355,875 | 159,368 | 30.9% |
| Computer Supplies | C40 9 C44 | 26 500 | 20.007 | 405 | 20.402 | 16 000 | 42.00/ |
| 181 Computer Supplies182 Software | 610 & 611 612 | 36,500 199,400 | 20,087 195,178 | 405 1,485 | 20,492 196,663 | 16,008 2,737 | 43.9% 1.4% |
| 183 | 012 | 235,900 | 215,265 | 1,890 | 217,155 | 18,745 | 7.9% |
| Electricity & Heating | | 200,000 | 210,200 | 1,000 | 217,100 | 10,7 10 | 7.070 |
| 184 Electricity | 631 | 1,097,073 | 806,091 | 9,603 | 815,694 | 281,379 | 25.6% |
| 185 Propane/Natural Gas | 632 | 338,350 | 209,936 | 99 | 210,035 | 128,315 | 37.9% |
| 186 Heating Oil | 633 | 217,375 | 160,751 | 0 | 160,751 | 56,624 | 26.0% |
| 187 | | 1,652,798 | 1,176,778 | 9,701 | 1,186,479 | 466,319 | 28.2% |
| Transportation Supplies | | | | | | | |
| 188 Diesel for School Buses | 634 | 330,553 | 201,323 | 0 | 201,323 | 129,230 | 39.1% |
| 189 Gas for Maintenance | 656 | 43,476 | 15,776 | 3,753 | 19,528 | 23,948 | 55.1% |
| 190 | | 374,029 | 217,099 | 3,753 | 220,852 | 153,177 | 41.0% |
| Textbooks & Library Books | 640 | 46 OOF | 20.249 | 75 | 20,422 | 0E 660 | 5E 7 0/ |
| 191 Textbooks192 Workbooks | 640 641 | 46,085 16,633 | 20,348 10,848 | 75 0 | 20,423 10,848 | 25,662 5,785 | 55.7% 34.8% |
| 192 WORKDOOKS 193 Textbook Rebind | 641 642 | 500 | 10,848 | 0 | 10,848 | 5,785 500 | 34.8% 100.0% |
| 194 Library Books | 645 | 24,550 | 1,932 | 0 | 1,932 | 22,618 | 92.1% |
| 195 Periodicals | 647 | 2,400 | 1,254 | 0 | 1,254 | 1,146 | 47.8% |
| 196 | - | 90,168 | 34,382 | 75 | 34,457 | 55,711 | 61.8% |
| | | | • | | | • | |

| Date prep: | | | FY24 Budget | Summary Review | | | |
|---------------------------------|-----------|----------------|---------------|----------------|----------------|-----------|---------|
| 2/22/24 7:42 | ? AM | | | | | | |
| | | FY24 Budget | | | FY24 Actual | Remaining | |
| Account | Object #s | 2023-2024 | Expenditures | Encumbered | Total | Balance | % |
| Addding | Object #3 | 2020 2024 | Experientares | Liloumbered | Total | Bulance | 70 |
| cility/Maintenance Supplies | | | | | | | |
| 7 Equipment Repair | 650 | 23,315 | 14,889 | 921 | 15,810 | 7,505 | 32.2% |
| 8 Grounds Supplies | 651 | 19,527 | 5,049 | 0 | 5,049 | 14,478 | 74.1% |
| 9 General Bldg Repair | 652 | 62,839 | 20,973 | 71 | 21,045 | 41,794 | 66.5% |
| 00 Painting | 653 | 2,500 | 13,349 | 0 | 13,349 | (10,849) | (434.0% |
| 11 Heat & Plumbing | 654 | 34,053 | 88,134 | 74,436 | 162,570 | (128,517) | (377.4% |
| 2 Electrical | 655 | 30,247 | 23,143 | 1,169 | 24,312 | 5,935 | 19.6% |
| 3 Safety Supplies | 657 & 659 | 13,047 | 5,139 | 0 | 5,139 | 7,908 | 60.6% |
| 4 Custodial Supplies | 658 | 86,150 | 122,847 | 3,127 | 125,974 | (39,824) | (46.2% |
| 05 | | 271,678 | 293,524 | 79,724 | 373,249 | (101,571) | (37.4% |
| ther Supplies | | | | | | | |
| 06 Sup Serv Guid Imp Ins | 621 | 26,100 | 9,620 | 1,378 | 10,998 | 15,102 | 57.9% |
| 07 Audio Visual | 624 & 625 | 10,300 | 918 | 0 | 918 | 9,382 | 91.1% |
| 8 General Admin Supplies | 626 | 12,110 | 10,911 | 167 | 11,078 | 1,032 | 8.5% |
| 9 School Admin Supplies | 627 | 16,550 | 8,557 | 126 | 8,683 | 7,867 | 47.5% |
| 10 Professional Materials | 690 | 24,700 | 14,653 | 0 | 14,653 | 10,047 | 40.7% |
| 12 | | 89,760 | 44,660 | 1,671 | 46,331 | 43,429 | 48.4% |
| 3 Total Supplies | | 3,229,576 | 2,308,160 | 126,238 | 2,434,398 | 795,178 | 24.6% |
| | | | | | | | |
| Equipment | | | | | | | |
| structional Equipment | 720 | 27 500 | 2 227 | 0 | 2 227 | 25.262 | 04.00/ |
| 14 Replace Instr Equip | 730 | 27,500 | 2,237 | 0 | 2,237 | 25,263 | 91.9% |
| 15 Add Instr Equipment | 735 | 46,234 | 10,776 | 0 | 10,776 | 35,458 | 76.7% |
| 16 | | 73,734 | 13,013 | 0 | 13,013 | 60,721 | 82.4% |
| on-Instructional Equipment | 704 | 40.000 | 000 | 0 | 000 | 0.044 | 00.40/ |
| 17 Replace Non-Instr Equipment | 731 | 10,000 | 989 | 0 | 989 | 9,011 | 90.1% |
| 8 Add Non-Instr Equipment | 736 | 0 | 7,177 | 0 | 7,177 | (7,177) | 40.00/ |
| 19 | | 10,000 | 8,166 | 0 | 8,166 | 1,834 | 18.3% |
| 0 Total Equipment | | 83,734 | 21,179 | 0 | 21,179 | 62,555 | 74.7% |
| Dues - Fees | | | | | | | |
| ues/Fees | | | | | | | |
| 21 Dues BoE | 810 | 25,541 | 22,540 | 0 | 22,540 | 3,001 | 11.7% |
| 2 General Admin Dues | 811 | 15,725 | 15,221 | 0 | 15,221 | 504 | 3.2% |
| 3 School Admin Dues | 812 | 44,100 | 34,875 | 0 | 34,875 | 9,225 | 20.9% |
| 24 Other Dues | 819 | 14,145 | 4,960 | 0 | 4,960 | 9,185 | 64.9% |
| 25 Total Dues/Fees | | 99,511 | 77,596 | 0 | 77,596 | 21,915 | 22.0% |
| 26 Grand Total | | 81,510,627 | 45,877,182 | 28,777,863 | 74,655,045 | 6,855,582 | 8.4% |
| o Grana rotai | | 01,010,021 | 40,011,102 | 20,111,000 | 7 4,000,040 | 0,000,002 | 0.47 |



Health Insurance Dashboard

Updated: February 1, 2024

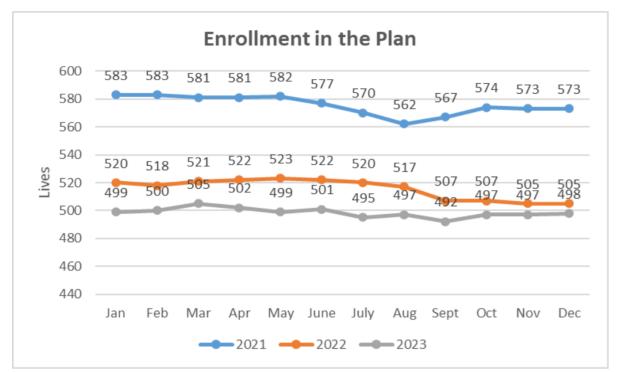
Notes:

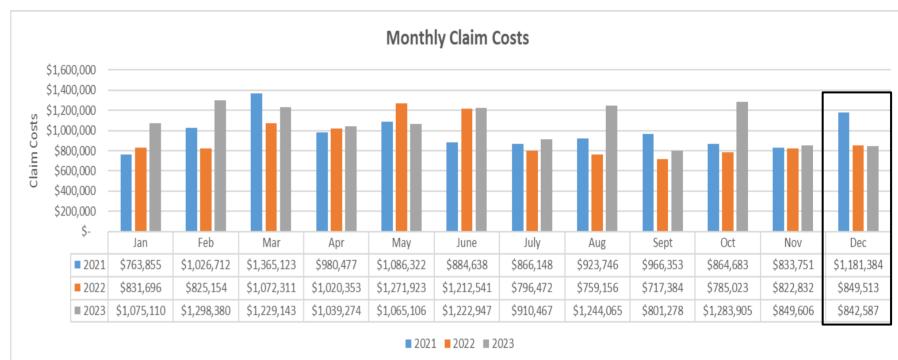
Enrollment: Down (1.5%) from the same period last year.

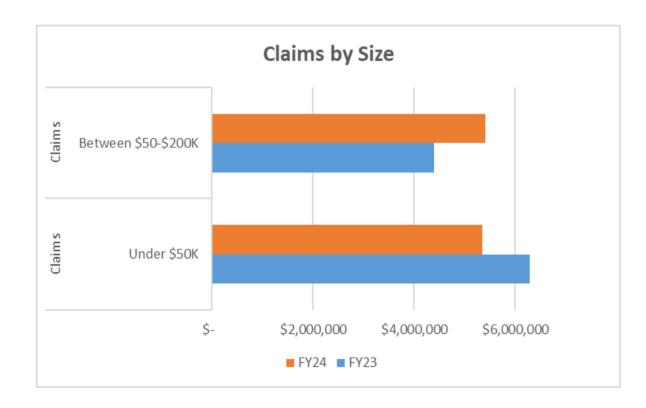
Claim Costs: December 2023 monthly claim costs of ~\$843K are down slightly from December 2022. Fiscal YTD claim costs are up 25%.

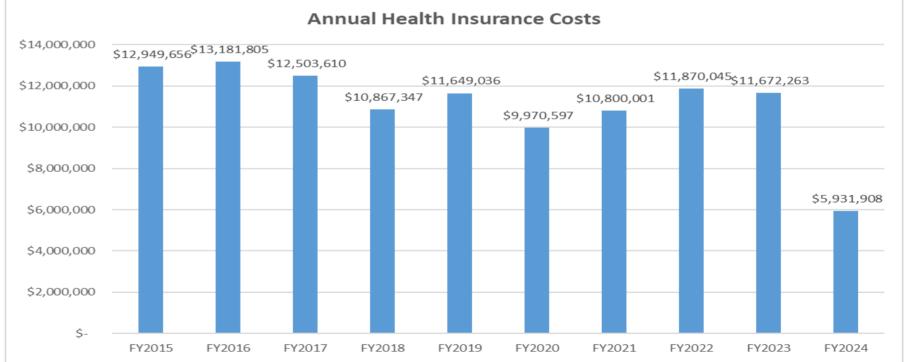
Claim Costs: Day to day claims (under \$50K) have increased 2% and mid-tier claims (\$50k-\$200K) have increased 44%.

Claim Costs: Claims per employee per month has increased 22%.











Energy Dashboard

Updated: February 20, 2024

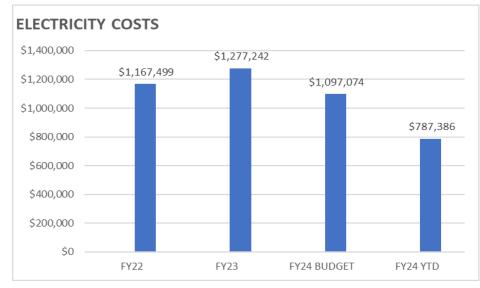
Notes:

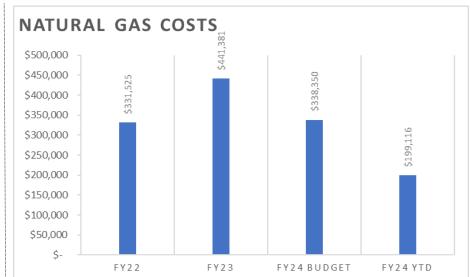
Usage: Consumption is equal to or below the prior year.

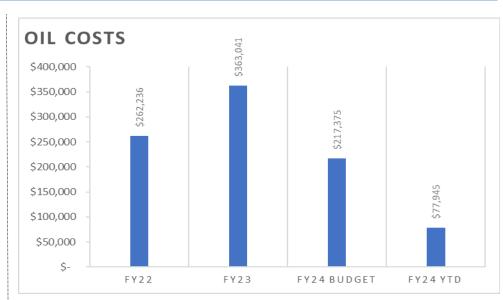
Electricity: YTD consumption and costs are running in parallel with the prior year.

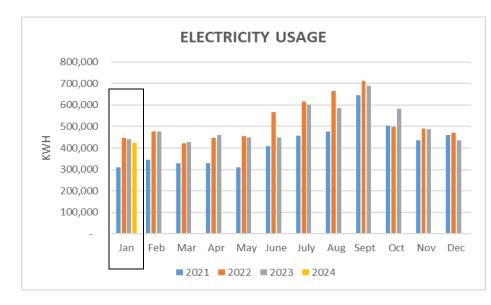
Natural Gas: YTD Consumption and costs are running in parallel with the prior year.

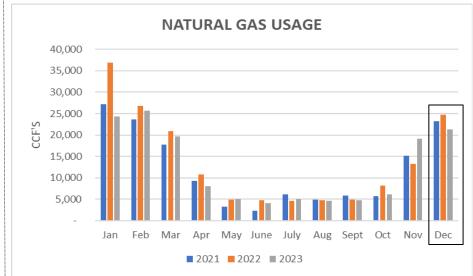
Oil: YTD Consumption and costs are running in parallel with the prior year.

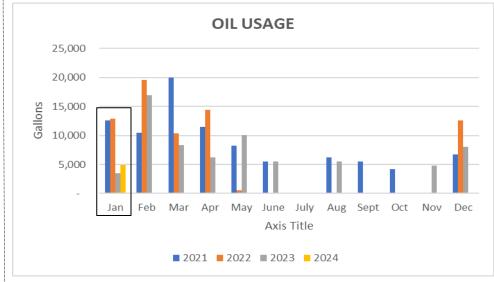




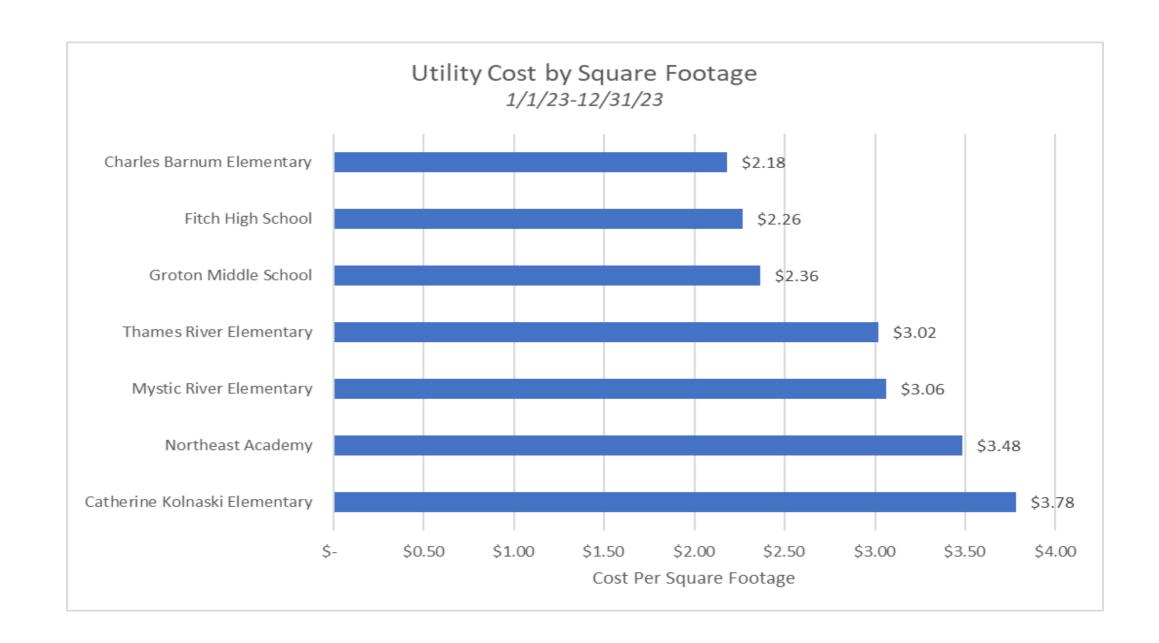








Notes:



P 3250

Business

Material Fees

In line with the responsibility of the state to provide a free public-school education, the Board of Education will provide all instructional equipment, books, and materials needed to maintain the desired instructional program free of charge, subject to reasonable rules concerning their care and use. so the teachers, students, parents, parent teacher organizations, or school fund raising activities are not needed to provide such items.

Each principal is responsible, in cooperation with teachers, coaches and other instructional personnel, for planning and requesting budgetary provision for all materials and activities recognized as part of the total school program.

Legal Reference: Connecticut General Statutes

1-15 Application for copies of public records

10-221 Board of Education to prescribe rules

10-228 Free textbooks, supplies, material and equipment

10-228a Free textbooks, supplies, material and equipment

10-229 Change of textbooks

P 5141.5

Students

Suicide Prevention/Intervention

The Groton Board of Education (Board) recognizes that suicide is among the three leading causes of death among young people and, consequently, is a concern to this school system and the community it serves.

It is the policy of the Groton Board of Education to actively respond in any situation where a student verbally or behaviorally indicates an intent to attempt suicide or to physically harm https://herself.thmselves.

The Board recognizes that suicide is a complex issue, and that, while school staff members may recognize potentially suicidal youth, they cannot make clinical assessment of risk and provide in depth counseling, but must refer the youth to an appropriate agency for such assessment and counseling.

Therefore, any school employee who may have knowledge of a suicide threat or intent will report this information to the school Principal or his/her their designee, who will, in turn, mobilize the crisis intervention team as described in the district's Guide to Crisis Intervention Procedures. Immediate contact will be made with a parent or guardian. A school mental health professional will meet with the student and assess their level of risk using a District approved rating scale. The mental health professional will make a recommendation(s) to the parent/guardian and document on the District's Crisis Intervention Team Report (CIT 1 and 2) to address the student's mental health. A conference will be held and/or an An appropriate referral will be made as soon as possible. the same day. At no time during this process is the student to be left alone.

In addition, information regarding the national 988 Suicide and Crisis Lifeline should be made widely available in schools and District offices. This Information should note to call 988 if you are in emotional distress and/or you are having suicidal ideations. It should also include that by calling 988, you will be provided with support and connected to resources if needed in English and Spanish.

In the event that a parent/guardian is unavailable, information concerning a student's suicide attempt, threat, or risk shall be shared with necessary personnel.

Legal Reference: Connecticut General Statutes

10-221(e) Boards of Education to prescribe rules.

10 221 Boards of education to prescribe rules, policies, and procedures. (e) re "policy and procedures for dealing with youth suicide prevention and youth

suicide attempts."

Policy Adopted: June 1990

Revised: February 23, 1993 Revised: May 9, 1994 GROTON PUBLIC SCHOOLS

Groton, CT

GROTON PUBLIC SCHOOLS DEPARTMENT OF PUPIL PERSONNEL SERVICES CRISIS INTERVENTION TEAM REPORT **CONFIDENTIAL**

This report must be completed when a "student in crisis" is referred.

| C4 J ' | | | | DOD. | | | ·· | | | | | |
|--|---|---------------|---------------|-------------------|---------------|---|--|---------------------|--|--|--|--|
| Student: | | Mol-I | Eamal- | DOB: | _ | Parent/Guardian: | | | | | | |
| Age: School: | | Male | Female Grade: | Non Binary | | Address: Phone: | | | | | | |
| IEP T | 504 | n/a | Grade: | | | Prione: Disability (if applicable): | | | | | | |
| | Student Referred By: | | | | | | | | | | | |
| Student N | CICIICG D | , • | | | | | | | | | | |
| Evne of C | risis (Cł | neck all ti | hat apply) | • | | | | | | | | |
| | lal Ideation | | iai appij) | • | | Self-Injurious Behaviors | | | | | | |
| | cidal Ideat | | | | | | Threats of Violence | | | | | |
| | | | Resulting in | Significant Risk | | | Weapons (if another crisis behavior is also present) | | | | | |
| | (specify): | <u> </u> | <u> </u> | | | | | | | | | |
| MICI DES | cripuon | of Crisis: | | | | | | | | | | |
| Student In | nterviewe | l Bv | 1 | | | | Date/Time | | | | | |
| Studelit II | IICI VICWEL | . л у. | 1 | | | | Date/ Time | I | | | | |
| | | oia Suicid | le Severity | Rating Scale | (if applic | cable): | | | | | | |
| | Risk | | | | | | | | | | | |
| | lerate Risk | | | | | | | | | | | |
| High | ı Risk | | | | | | | | | | | |
| **Please attach completed CSSRS to this document | | | | | | | | | | | | |
| ^a ricic Int | arventic | n Toom N | Members I | Procent. | | | | | | | | |
| | ninistrator | n realli N | ATCHINCIS I | 1 656111. | | Genera | l Education Ta | Pacher | | | | |
| | ool Social | Worker | | | | General Education Teacher Special Education Teacher | | | | | | |
| | ool Psycho | | | | | Nurse | | | | | | |
| | ool Counse | | | | | Other (specify) | | | | | | |
| | | | m includes: A | dministrator, Men | ital Health S | | | er staff member | | | | |
| | | | | | | | | | | | | |
| | | mmende | d by Crisi | s Team: | | Date/Ti | ma: | Person Responsible | | | | |
| Actio | on: rief with St | tudent | | | | Date/11 | me. | i erson kesponsible | | | | |
| | | | tside provid | or | | + | | | | | | |
| _ | itry Meetir | _ | isiae biovia | CI | | + | | | | | | |
| | • | - | | | | + | | | | | | |
| | Develop Safety Plan PDT/504 or Team Meeting to Provious Student's plan | | | | | | | | | | | |
| | PPT/504 or Team Meeting to Review Student's plan Referral for outside services | | | | | | | | | | | |
| 211 | rrai for ou | | æs | | | 1 | | | | | | |
| | | | | | | + | | | | | | |
| Othe | r (specify) | : | | | | 1 | | | | | | |
| | | | | | | | | | | | | |
| Person Cor | npleting F | orm | Da | te | | Administ | rator | Date | | | | |

GROTON PUBLIC SCHOOLS DEPARTMENT OF PUPIL PERSONNEL SERVICES

CRISIS INTERVENTION TEAM FOLLOW UP REPORT (IF APPLICABLE)**CONFIDENTIAL**

This report must be completed when students in crisis are referred to a mental health professional outside of school or to document a reentry meeting.

| Student: DOB: | | | | | | ent/Guardian: | | | | |
|-----------------------------|--|--------------|-----------|------------------|----------|-----------------------------|------|-----------|--|--|
| Age: Male Female Non Binary | | | | | Ad | Address: | | | | |
| School: Grade: | | | | | | Phone: | | | | |
| IEP | 504 | n/a | ı | | Dis | Disability (if applicable): | | | | |
| Stu | dent Referred By | : | | | <u> </u> | | | | | |
| Tear | m Members Pr | esent: | | | | | | | | |
| | Administrator | | | | | General Education Teacher | | | | |
| | School Social V | | | | | Special Education Teache | | | | |
| | School Psychological | | | | | Nurse | | | | |
| | School Counsel | | | | | Other (specify) | | | | |
| | Parent/Guardian | 1 | | | | Other (specify) | | | | |
| Acti | on Steps (from | CIT 1:) | | | | | | | | |
| | Action: | | | | Ου | tcome | | | | |
| | Debrief with Str | udent | | | | | | | | |
| | | | | | | | | | | |
| | Family follow up with outside provider | | | | | | | | | |
| | | | | | | | | | | |
| | Reentry Meeting | g | | | | | | | | |
| | | | | | | | | | | |
| | Develop Safety | Plan | | | | | | | | |
| | 1 2 | | | | | | | | | |
| | PPT/504 or Tea | m Meeting | to Revie | w Student's plan | | | | | | |
| | | | , | | | | | | | |
| | Referral for out | side service | 25 | | | | | | | |
| | receitar for our | Side Service | 25 | | | | | | | |
| | 211 or 911 | | | | | | | | | |
| | 211 01 711 | | | | | | | | | |
| | Other (specify): | | | | | | | | | |
| | Other (specify): | | | | | | | | | |
| | f description of | | p: | | | | | | | |
| | on Completing I | | | Date | CIT Cha | airperson | Date | | | |
| Copi | ies to: CO, Cont | fidential/F | Health Fi | le, Parent | | | | Rev. 4/23 | | |

Good evening,

There was some respectful disagreement among Policy Committee members concerning the use of plural pronouns associated with singular nouns. Examples in the document before you include "their" or "themselves" instead of "his/her".

The intent of such use, as raised by proponents, is that not all students identify as binary; that respect for diversity requires the use of alternative language forms.

I agree that we need to respect diversity. I disagree that doing so requires eviscerating language structures that bring consistency to written and oral communications -- particularly when employed by an educational institution such as ours.

We respect diversity and individual rights by using pronouns that reflect an individual's self-identification. At the same time, the structure of language [at least the English language] does not have an non-gendered third-person singular pronoun. English requires accord between singular and plural both between nouns and verbs and with their subordinate adjectives and pronouns.

Trends come and go. Some trends are sustained; others are not sustained. Just look at the way reading has been taught in Groton across the past 50 years and how it is shifting once again as-we-speak.

Fortunately, English has enough flexibility to do this. Instead of "himself/herself", we can use "oneself." Instead of "the school Principal or 'his/her' designee", we can use "the school Principal (or designee)".

As long as we respect a student's right to be addressed according to one's self-identity, we have no right to revise our language. Our mission must continue to be "teaching and learning" within the constructs of correct usage or we fail our mission. The English language is strong enough to do both.

I request inclusion of this statement in the minutes of tonight's meeting.

Respectfully,

Matthew Shulman, member

Bylaws of the Board

Meeting Conduct & Parliamentary Procedures

Meeting Protocol

To ensure that the Board's meetings are conducted with maximum effectiveness and efficiency, members will:

- come to meetings adequately prepared;
- identify issues of concern before the meeting, whenever possible;
- circulate proposed motions and amendments, whenever possible, at least 48 hours before meeting;
- speak only when recognized;
- not interrupt each other during debate;
- not engage in disruptive and disrespectful side conversations;
- minimize unnecessary repetition;
- not monopolize the discussion;
- address the merits of the issue being discussed without appealing to the biases, prejudices and emotions of the audience;
- support the chair of the meeting's efforts to facilitate an orderly meeting;
- communicate openly and actively in discussion and dialog to avoid surprises;
- value equal participation of all members;
- practice respectful body language;
- listen actively when other members speak;
- not surprise or embarrass each other or members of the staff; and
- limit discussion/comments to 5 minutes per member per round unless extended by the chairperson.

Legal Notice

All Board of Education meetings shall be appropriately posted and conducted as provided by Connecticut General Statutes; under governing statutes, a meeting is any quorum of the Board of Education convened in person or electronically to discuss or act upon a Board matter, but meetings shall not include:

- 1. any meeting of a personnel search committee for executive level positions;
- 2. any chance meeting or a social meeting neither planned nor intended for discussing Board of Education business:
- 3. strategy or negotiations with respect to collective bargaining;
- 4. a caucus of members of a single political party notwithstanding that such members also constitute a quorum of the Board of Education;
- 5. communications limited to notice of meetings of the Board of Education or the agendas for such meetings.

Upon written request to the Superintendent of Schools, any person(s) may receive by mail notice of any Board meeting at least one week prior to the meeting where practical. An annual fee, payable to the school district, shall be made for this service. The amount of the fee shall be determined by the Superintendent of Schools and shall be directly related to the cost of providing this service.

Meeting Conduct & Parliamentary Procedures - cont.

Recording, Broadcasting, or Photographing Meetings

The media may record, photograph, broadcast or record for broadcast by persons, newspapers, radio and television stations with 24 hour advance notification and approval by the Superintendent of Schools. Such recording, photographing, broadcasting or recording for broadcasting by persons, newspapers, radio and television stations shall be done as inconspicuously as possible and in such manner as not to disturb the Board of Education meeting.

At any meeting of the Board of Education or its committees which is open to the public, pursuant to the provisions of CGS sec. 1-226, the proceedings may be recorded, photographed, broadcast or recorded for broadcast by any person or by any newspaper, radio broadcasting company or television broadcasting company. The photographer or broadcaster and its personnel, or the person recording the proceedings, shall be required to handle the photographing, broadcast or recording as inconspicuously as possible and in such manner as not to disturb the proceedings of the meeting.

Conduct of Meetings

In the event that a Board of Education meeting is interrupted by any person or group of persons who render the orderly conduct of the meeting unfeasible and order cannot be restored by the removal of individuals who are willfully interrupting the meeting, the Chairman of the Board of Education may order the meeting room cleared and continue in session. Only regular items on the agenda may be considered in such case. Media representatives, unless they were disorderly, shall be permitted to attend the sessions held in this manner.

After time has passed, the Chairman, in his or her discretion, may suspend the Board meeting and invite back those members of the public not responsible for the disruption.

Voting Method

Voting at Board meetings shall be conducted in accordance with state statute and **Robert's Rules of Order**, newly revised.

Parliamentary Procedures

Board meetings shall be conducted according to the rules of parliamentary procedure laid down in <u>Robert's Rules of Order, Newly Revised</u>, unless otherwise specified by state law or in written Bylaws for Board of Education operating procedures.

(cf. 9321 - Time, Place, Notification for Meetings)

Reference: Robert's Rules of Order, Newly Revised

Legal Reference: Connecticut General Statutes

1-200 Definitions. ("Public Agency")

1-225 Meetings of government agencies to be public. Recording of votes. Schedule and

agenda of meetings to be filed. Notice of special meetings. Executive sessions.

1-226 Recording, broadcasting or photographing meetings.

1-227 Mailing of notice of meeting to persons filing written request.

Bylaw adopted by the Board: November 13, 2023 GROTON PUBLIC SCHOOLS Groton, Connecticut

P 3240

Business

Tuition Fees

The Board of Education (Board) will permit non-resident students to attend Groton Public Schools when they can be accommodated in existing classes. The Parent/Guardian shall pay a tuition fee to be established annually by the Board. They will be charged for excess costs for any programs and services provided beyond the general education curriculum in addition to the base tuition rate. Non-resident attendance with tuition shall be for one school year or less to be extended pending approval. If a student is no longer able to attend Groton Public Schools (i.e., leaves region or for medical reasons) an adjustment of tuition on a per diem basis may be made.

The tuition fee may be adjusted as changes in costs indicate.

The Board shall retain the right to terminate a non-resident student should the student violate school or District policy. Attendance by a nonresident tuition student may be terminated by Board action, upon recommendation of the Superintendent, if the Board deems such termination in the best interest of the District. An adjustment of tuition on a per diem basis will be made in this instance.

The Board of Education will permit students from other school district to attend the schools so long as there is room for them without undue crowding, and they or their sending district pays a tuition fee to be established by the Board of Education. The tuition fee may be changed as changes in costs indicate.

A tuition fee may be charged when any course is offered outside the regular school hours.

Legal Reference: Connecticut General Statutes

Policy Adopted: July, 1979

<u>10</u>-33 Tuition in towns in which no high school is maintained.

10-35 Notice of discontinuance of high school service to nonresidents.

<u>10</u>-55 Pupils to attend regional school.

10-220 Duties of boards of education.

<u>10</u>-253 School privileges for children in certain placements, nonresident children and children in temporary shelters.

10-266 Reimbursement for education of pupils residing in state property.

GROTON PUBLIC SCHOOLS
Groton, Connecticut

P 5112

Students

Ages of Attendance

In accordance with Connecticut General Statute 10-186, the Groton Board of Education shall provide education for all persons, residing in the District, five years of age and over, older, having attained age five on or before the first day of January who reach age five on or before the first day of September, of any school year, and under twenty-one years of age and age twenty-two for special education students who is not a graduate of a high school or vocational school, except as provided in Connecticut General Statues 10-233c and 10-233d. Additionally, according to Connecticut General Statutes 10-76d (b2), special education will be provided for children who have attained the age of three and who have been identified as being in need of special education, and whose educational potential will be irreparably diminished without special education.

Parents and those who have the control of children five years of age and over and under eighteen years of age, are obligated by Connecticut law to require their children to attend public day school or its equivalent in the District in which such child resides, unless such child is a high school graduate or the parent or person having control of such child is able to show that the child is elsewhere receiving equivalent instruction in the studies taught in the public schools. The parent or person having control of a child seventeen years of age may consent to such child's withdrawal from school. The parent or personal shall exercise this option by personally appearing at the school District office to sign a withdrawal form. Such withdrawal form shall include an attestation from a guidance counselor or school administrator of the school that his District has provided the parent or person with information on the educational opportunities options available in the school system and in the community.

The parent or person having control of a child five years of age shall have the option of not sending the child to school until the child is six years of age. The parent or person having control of a child six years of age shall have the option of not sending the child to school until the child is seven years of age.

The parent or person shall exercise such option by personally appearing at the school District office and signing an option form. The District shall provide the parent or person with information on the educational opportunities available in the school system.

A child who has attained the age of seventeen and who has voluntarily terminated enrollment with parental consent in the District's schools and subsequently seeks readmission may be denied readmission for up to ninety (90) school days from the date of such termination, unless such child seeks readmission to the District not later than ten (10) school days after such termination in which case the Board shall provide school accommodations to such child not later than three (3) school days after such child seeks readmission.

A child who has attained the age of nineteen or older may be placed in an alternative school program or other suitable educational program if he/she cannot acquire a sufficient number of credits for graduation by age twenty-one two.

Legal Reference: Connecticut General Statutes:

4-176e to 4-180a Agency hearings

4-181a Contested cases. Reconsideration. Modifications.

10-15 Towns to maintain schools

Ages of Attendance - continued

10-15c Discrimination in public schools prohibited. School attendance by five-year-olds.

10-76a - 1076g re: special education.

10-184 Duties of parents (re: mandatory schooling for children ages five to sixteen, inclusive) as amended by P.A. 98-243, P.A. 00-157 and P.A. 09-6 (September Special Session).

10-186 Duties of local and regional boards of education re: school attendance.

Appeals to State Board. Establishment of hearing board.

10-233a – 10-233f Inclusive; re: suspend, expel, removal of students.

10-233c Suspension of students.

10-233d Expulsion of pupils

State Board of Education Regulations

10-76a-1 General definitions (c) (d) (q) (t)

P.A. 19-179 An Act Concerning Homeless Students' Access to Education

"Guidance for Connecticut School Districts: Enrollment Process and Practice," State Department of Education, December 2019.

P.A. 21-86 An Act Concerning the Enrollment of Children of Members of the Armed Forces in Public Schools and the Establishment of a Purple Star School Program

McKinney-Vento Homeless Assistance Act (PL 107-110 Sec. 1032) 42 U.S.C. §11431-11435, as amended by the ESSA, P.L. 114-95

Federal Register: McKinney-Vento Education for Homeless Children & Youths Program, Vol. 81 No. 52, 3/17/2016

Policy Adopted: July 1979

Policy Revised: August 27, 1984
Policy Revised: May 24, 1993

Policy Revised: August 12, 2002 Policy Revised: June 23, 2014 GROTON PUBLIC SCHOOLS Groton, CT

Increasing Educator Diversity Plan

February 23, 2023

Public Act 23-167 Section 10 requires that beginning July 1, 2024, and each school year thereafter, an approved Increasing Educator Diversity Plan must be implemented in each school district, and made available on the school district's website. CSDE will also make approved plans available on its website.

The Plan was developed with a committee of district teachers and leaders according to the CSDE Toolkit framework. It will be shared with the DEI Committee, DEI Recruitment/Hiring/Retention Committee, School Administration and School Equity Teams upon filing with CSDE. It will also be shared on the district's website for visibility of all staff and the community to demonstrate our commitment to this work.

The IED Plan must be submitted by districts by March 15, 2024. The filing of the plan must be approved by the school district's board of education prior to filing. See attached plan document for details of the plan that will be filed with CSDE according to the state prescribed framework.

IMPORTANT NOTES:



- 1. Formal approval by your local or regional board of education, or equivalent governing body for schools must be obtained prior to submitting your Increasing Educator Diversity Plan. Be prepared to provide the day, month and year that the plan was approved by the board or equivalent governing body as part of the upload of your submission.
- 2. In the absence of an original motion or a preexisting board or board equivalent policy expressly conferring authority on the superintendent or equivalent schools administrator to make any necessary Plan revisions, the school board or equivalent governing body will be expected to formally approve any necessary revisions to its Plan prior to resubmitting the revised Plan by May 15, 2024

| | COVER PAGE |
|------------------|--|
| District: | Groton Public Schools |
| Vision: | Groton Public Schools embraces policies and practices that ensure that all people-especially those who have been historically marginalized based on race/ethnicity, disability, sexual orientation, gender, age, socioeconomic status, immigrant status, educational status, or religion have equitable opportunities. We acknowledge that systems of racial and economic injustice exist in our nation and community; however, as educators, we too recognize that we have the power to dismantle the practices, policies, and systems that perpetuate inequalities. |
| Theory of Action | An integral component of Groton Public Schools' mission is to cultivate an environment of diversity, equity, and inclusiveness. As a response, we strive to foster culturally responsive teaching and learning practices to ensure ALL groups feel valued, actively engaged, and empowered. If we make a commitment to increase the visibility of recruitment through diverse partners, support "Grow Our Own" Programs in high school students and non-certified staff members by reducing financial barriers to certification, implement a bias-free hiring process, and promote a culture of belonging, then we can significantly improve the recruitment, hiring, and retention of educators of color. |
| | |
| Team Lead: | Laurie LePine and Jemal Davis |
| Team Members: | Susan Austin Superintendent, Dr. Philip Piazza, Assistant Superintendent, Laurie LePine Human Resources Director, Jemal Davis District DEI Coordinator and Assistant Principal Groton Middle School, Carmita Hodge Assistant Principal Fitch High School, Christina Post Assistant Principal Charles Barnum Elementary School, Lauren Casini District Data Manager, Renita Casey Elementary Teacher Catherine Kolnaski Elementary School, Kathleen Wilson MYP Coordinator |



| | | | | RECRUITMENT | | | | |
|--|--|---|--------------------------------------|--|--|---|--|--|
| Goal | Who Manages the | Strategies/Key Activit | ies | | Indicators of | Resources Required | Risks and | Communication/ |
| (What are we trying to | (name, position) | What? | Who Owns This? | By When? | (How will we know if | (What people, time, | (What could go wrong? | (Who needs to be |
| (What are we trying to Build teacher pathways through fostering "Grow Our Own Program" in the High School to become future educators of color | Matthew Brown, Fitch High School Principal, | | Who Owns This? Principal FHS | By When? Classes began for Ed Rising curriculum in the 23-24 school year | (How will we know if Board approval of Ed Rising curriculum, Student enrollment in Teacher Pathway and associated classes. | Annual funding for Ed Rising Curriculum, career and pathway student supports and counseling through Guidance personnel. Teachers willing to teach classes for the pathway. Grant | Lack of student interest in pathway. Financial barriers to students which could prevent them from enrolling in higher education | (Who needs to be Promotion of pathway and opportunities for students to experience the classroom environment through "TA" activities. High school partner with colleges and universities and monitor students in Ed Prep Programs. Guidance assist students with career counseling and financial aid programs. |
| Build supporting teacher pathways through "Grow Our Own" Programs for Non Certified Staff and Community Partners to become future educators of color | Laurie LePine HR Director, Jemal Davis DEI Coordinator and Administration Leaders in Schools and Director of Special Education | Strategy 2: Provide grow our own programs to support non certified staff on pathway to teaching through Teacher in Residence Program and a District Funded "Grow Our Own" Tuition program. Encourage educators to seek out and inspire non-certified staff members of color to pursue teaching certification. | HR Director and School Principals | Currently operating and candidates are interviews and selected for both programs annually. | Successful program completion and hire of educators of color who were selected for these programs. | Support from school administrators to support the program participants and their readiness for the classroom. | | Promote program opportunities within the school community. School Administrators seek out staff members who may have potential and encourage them to apply. |

| Increase recruitment | Laurie LePine HR | Strategy 1: Host | HR Director and HR | Ongoing recruitment. | Applicant hires from | Annual budget for | National and local | Promotion of recruitment |
|-------------------------|--------------------------|----------------------------|--------------------|----------------------|---------------------------|------------------------|------------------------|--------------------------|
| visibility with Diverse | Director and Jemal Davis | recruitment events and | Staff | | these diverse recruitment | recruitment resources, | workforce shortages | activities across social |
| partners. | DEI Coordinator | communicate job | | | avenues. | branded materials and | impacting recruitment. | media and throughout the |
| | | opportunities with | | | | events. Communications | | educational and local |
| | | diversity organizations | | | | Specialist time to | | community. |
| | | such local NAACP and | | | | collaborate and update | | |
| | | National Association of | | | | website to be more | | |
| | | HBCU Students and | | | | culturally responsive | | |
| | | Alumni (NAHSA) a K-12 | | | | | | |
| | | recruitment network to | | | | | | |
| | | reach 2.3 million students | | | | | | |
| | | and alumni in HBCUs, | | | | | | |
| | | HSIs (Hispanic-Serving | | | | | | |
| | | Institutions) and Tribal | | | | | | |
| | | Colleges. Outreach to | | | | | | |
| | | local MLK Scholars. | | | | | | |
| | | Enhance website diversity, | | | | | | |
| | | equity and inclusion | | | | | | |
| | | presence to attract | | | | | | |
| | | applicants of color. | | | | | | |



| _ | HIRING & SELECTION | | | | | | | | | |
|----------------------------|------------------------|-----------------------------|-------------------------|----------------------------|--------------------------|--------------------------|-----------------------------|-----------------------|--|--|
| Goal | Who Manages the | Strategies/Key Activit | ies | | Indicators of | Resources Required | esources Required Risks and | | | |
| (What are we trying to | (name, position) | What? | | By When? | (How will we know if | (What people, time, | (What could go wrong? | (Who needs to be | | |
| Develop a hiring and | Jemal Davis, DEI | Strategy 1: Develop a | Laurie LePine, Director | Pilot process completed 22 | More diverse applicants | Committee members | Lack of adequate process | Committee preparation | | |
| selection process that | Coordinator, Laurie | selection rubric that | of Human Resources and | 24 school year. Need to | are being interviewed | willing to support and | or controls to ensure the | efforts to ensure the | | |
| addresses bias and ensures | LePine Human | supports diversity in the | School Administrators | implement with more | and selected for | implement with fidelity. | process is followed with | process is bias free. | | |
| equity. | Resources Director and | hiring process and protects | | fidelity in 24-25 school | opportunities. | | fidelity. Consider | | | |
| | School Administrators | against bias. Ensure hiring | | year. | | | process control | | | |
| | | committees have diverse | | | | | documents to track | | | |
| | | representation and expand | | | | | interview stats to be | | | |
| | | questions regarding | | | | | shared with | | | |
| | | diversity, equity and | | | | | Superintendent and | | | |
| | | inclusion | | | | | Assistant Superintendent | | | |
| | | | | | | | prior to final interview. | | | |
| Implement a hiring and | School Principals | Strategy 2: Select and | School Principals | Ongoing | Increased diversity in | Committee members | Lack of adequate process | Committee preparation | | |
| selection process that | | prepare hiring committees | | | interview and selection | willing to support and | or controls to ensure the | efforts to ensure the | | |
| addresses bias and ensures | | who have been trained on | | | processes. Ensure | implement with fidelity. | process is followed with | process is bias free. | | |
| equity. | | bias and selection | | | resume selection process | | fidelity. Consider | | | |
| | | processes. Have diverse | | | includes looking for | | process control | | | |
| | | representation and | | | diversity. More | | documents to track | | | |
| | | perspectives for the | | | educators of color are | | interview stats to be | | | |
| | | interview and selection | | | selected and hired. | | shared with | | | |
| | | process. | | | | | Superintendent and | | | |
| | | | | | | | Assistant Superintendent | | | |
| | | | | | | | prior to final interview. | | | |



| | WestEd.org RETENTION | | | | | | | | |
|--|--|--|---|--|--|---|--|--|--|
| 01 | lum == 2- | la | | KEIENIION | | | | | |
| Goal (What are we trying to | Who Manages the (name, position) | Strategies/Key Activit What? | ies Who Owns This? | By When? | Indicators of (How will we know if | Resources Required (What people, time, | Risks and Mitigation (What could go wrong? | Communication/ (Who needs to be | |
| what are we trying to | Dr. Philip Piazza, Assistant Superintendent and DEI Coordinator | Strategy I: Provide Professional Development in culturally responsive teaching practices | Assistant Superintendent | Annual calendar with PD offerings on TLI days and full PD days | Professional Development agendas and survey feedback | funding for subject experts to present | Lack of participation by entire faculty, where only segments of faculty actively participate | Teacher and Learning Collaborate for PD Planning | |
| Support and retain educators of color through cultural responsiveness | Matthew Brown, Principal Fitch High School and | Strategy 2: Partner with Equal Opportunity Schools to ensure high level courses are accessible to all students including students of color | Fitch High School Principal, Assistant Principals and Guidance Personnel | FY 2024 and FY 2025 | Increased enrollment in higher level courses for students of color and successful completion | Faculty and guidance staff collaboration time and time with students in CTL classes to discuss academic opportunities | Students struggle academically, provide tutoring support to assist where needed | Guidance Counselors, Parents, Students and Teachers on who best to support students and their academic needs | |
| | Dr. Philip Piazza, Assistant Superintendent, DEI Coordinator and School Principals | Strategy 3: School based equity committees and activities will focus on climate and culture of inclusion that prioritizes diversity | School Principals and Assistant Principals | FY2024 and FY2025 | School based equity committees meet regularly and perform school based activities | Collaboration time | Difficulty in scheduling collaboration time, lack of volunteer interest to serve on school based committee | School Administration communicates and supports equity team work | |
| | Susan Austin, Superintendent and Dr. Philip Piazza, Assistant Superintendent and School Administration | Strategy 1: Create a sense of belonging to ensure teacher retention through professional development and leadership opportunity | Superintendent, Assistant Superintendent, School Administration | FY 2025 | Evaluate feedback through PD surveys, culture and climate surveys and exit surveys | PD time, surveys | Lack of leadership opportunities in district | Communicate through PD agendas and surveys to continue evolution of PD offerings | |
| Create a culture with a sense of belonging to ensure teacher retention | Susan Austin, Superintendent, Dr. Philip Piazza, Assistant Superintendent and Jemal Davis, DEI Coordinator | Strategy 2: Partner with regional Affinity Group through LEARN. Develop a mentoring process for new teachers of color to be supported in the culture. | Superintendent and Assistant Superintendent | Partnership in 23-24 school year and 24-25 school year | Participation of educators of color in affinity group meetings and activities | Funding for LEARN Affinity Group fee and mentoring incentive | Lack of interest or participation of GPS staff in regional group | Promotion of group and schedule of activities needs to be communicated | |
| | Dr. Philip Piazza Assistant Superintendent and Jemal Davis DEI Coordinator | Strategy 3: Ensure that leaders offer sponsorship for teachers of color by giving regular, positive feedback; extending offers to participate on hiring committees; revising curriculum to ensure it is cultural responsive; and celebrating accomplishments publicly and frequently | School Administrators | FY2025 & FY2026 | Informal classroom walkthroughs are conducted regularly with follow up conversations. Positive responses on climate surveys | Time for administors and staff to meet, and a process to communicate successes | Lack of available time to do informal classroom walkthroughs | Meet with all School Administration to review the strategy and provide support | |

In regard to my vote in opposition to the current proposed Board of Education budget on the February 26, 2024 agenda, I am submitting this statement to be included in the minutes and to be part of the permanent record as an explanation of my reasoning.

First and foremost, it should be known that I am a certified teacher for GED and Credit Diploma Programming, English for grades 7-12 and Middle School Math. I also hold a Master's Degree in Special Education. I am a parent of students who attended Groton Public Schools and a staunch advocate for public school systems as a means of building a firm foundation of well-educated, well-rounded young adults.

I am voting in opposition to this budget to highlight the procedural and philosophical problems that have produced the numbers in the package that is on the floor tonight.

I am voting in opposition to this budget to highlight the fact that -- as discussed in our deliberations during the preceding workshop sessions and the meeting tonight -- the numbers in this proposed package have not actually been fully approved by the board but rather they are being put forward as a placeholder to satisfy the requirements of the Town Charter that the Board of Education submit something to the Town Manager by February 28th of any given year.

I am voting in opposition to this budget to highlight the fact that – as noted by many board members in different ways during the preceding workshop sessions and the meeting tonight – the work is not done. The vote tonight is intended to satisfy the needs of the charter while also buying the Board more time to continue to work the numbers, to find further information, to make further adjustments and develop a budget that can be fully approved by the Board.

To be more specific, these are the aspects this year's budget process that I find to be highly problematic and therefore justifies my vote in opposition, as a protest to the following policy and procedural failures.

- 1. Procedural Difficulties: there has been no clearly stated review process, no clearly stated calendar for presentation, deliberations, and decisions on numbers for departments.
- 2. The budget package presented in January was incomplete from the very start and ever since, there has been insufficient information provided and an apparent resistance to providing details to answer Board members' inquiries, resulting in at least one or more members possibly filing FOI requests for information.
- 3. The Superintendent's initial proposed budget and subsequent proposed adjustments present a disproportionate approach to cuts being made with staff, students and the most vulnerable bearing the biggest impacts versus the minimal to no impacts on Administrative Costs and Professional Services. Some of the Superintendent's proposed cuts would have resulted in having students pay for summer school and cancelling Adult Education GED and ESL classes in Groton facilities. Thankfully, the Board voted to rescind

those cuts, as well as adding funds for financial software upgrades and funding for future state-mandate-required literacy curriculum based on the science of reading – which was not included in the superintendent's initial budget.

- 4. Despite repeated requests, there has been no documented information on consultants, no idea of whether those have been critically assessed, no idea of who is paid to do what and where that money is coming from.
- 5. Despite repeated requests, there has been no clear answer to a number of Board members asking what student and staff supports will be displaced by the superintendent's proposed usage of grant funding to patch together coverage for anticipated budget shortfalls in administrative areas.
- 6. There are missing and late audit items that create an uncertainty in these current numbers as a starting point for any adjustments, as well as further uncertainty in what obligations still need to be settled. These continued delays may yet still result in unnecessary and unaffordable penalty fees.
- 7. Furthermore, it highly problematic that the annual audit items were not delivered on time, despite the required information being relatively the same year after year. It is problematic that, despite having multiple assistants in the financial department and the same Superintendent and Assistant Superintendent, the administration failed to fulfill the required duties of the financial office for the short duration of time that existed between the departure of previous financial director and the arrival of the current one.
- 8. Additionally, this breakdown in communication and fulfillment of annual obligations is more troubling when considering the full context of the situation the breakdown occurred despite the current superintendent's and previous board members' many years worth of combined experience overseeing the annual obligations of the district. Why was there not a better plan in place when the previous financial director departed shortly after the close of the 2022-23 school year?
- 9. I am also greatly troubled by the revelation that the overdue annual audit items are being reconciled in great part by using the remaining Department of Defense (DODEA) grant funds. Are these transfers coming at the cost of funding for other areas that would be related to direct student or staff support? Had the reconciliation process not been late and in danger of imminent fee-laden violations, would the money have come from this grant? Or would it have come elsewhere?
- 10. It is also problematic that there has been an astounding lack of meaningful input from community prior to or in the midst of the Board workshop sessions. Typically, there has always been a public hearing combined with the joint budget presentation meeting of the RTM, Town Council and Board of Education. This year, that did not happen due to a

failure to properly post a notice. This should be considered inexcusable for a hearing that happens on an annual basis.

- 11. Also, there has been some contention and a lack of clarity on the authority of the Board of Education. The chair and attorney should be able to provide clear guidance on exactly what is allowable under law and make sure that the deliberations are properly framed in a productive area of discussion. Often, over the preceding workshops, it seems the Board has spent more time debating whether it CAN do something rather than discussing what the body has the WILL to do. This is not productive and must be corrected before we can continue to refine the numbers. What the BOE is able to do, legally, should be settled matter of combined considerations of state law, contracted definitions of roles, responsibilities, job descriptions, articulated duties and standing BOE Policy and Procedure. These parameters should be a matter of defined policy and procedure, publicly disclosed and understood by all BOE members and staff.
- 12. There seems to be a general lack of foresight and planning in regard to preparing for the end of ARP/ESSER grant funding, what should have been clearly anticipated increases in health care costs and OPEB obligations, and contracted increases in the STA Bus contract.

Bylaws of the Board

Meeting Conduct & Parliamentary Procedures

Meeting Protocol

To ensure that the Board's meetings are conducted with maximum effectiveness and efficiency, members will:

- come to meetings adequately prepared;
- identify issues of concern before the meeting, whenever possible;
- circulate proposed motions and amendments, whenever possible, at least 48 hours before meeting;
- speak only when recognized;
- not interrupt each other during debate;
- not engage in disruptive and disrespectful side conversations;
- minimize unnecessary repetition;
- not monopolize the discussion;
- address the merits of the issue being discussed without appealing to the biases, prejudices and emotions of the audience;
- support the chair of the meeting's efforts to facilitate an orderly meeting;
- communicate openly and actively in discussion and dialog to avoid surprises;
- value equal participation of all members;
- practice respectful body language;
- listen actively when other members speak;
- not surprise or embarrass each other or members of the staff; and
- limit discussion/comments to 5 minutes per member per round unless extended by the chairperson.

Legal Notice

All Board of Education meetings shall be appropriately posted and conducted as provided by Connecticut General Statutes; under governing statutes, a meeting is any quorum of the Board of Education convened in person or electronically to discuss or act upon a Board matter, but meetings shall not include:

- 1. any meeting of a personnel search committee for executive level positions;
- 2. any chance meeting or a social meeting neither planned nor intended for discussing Board of Education business:
- 3. strategy or negotiations with respect to collective bargaining;
- 4. a caucus of members of a single political party notwithstanding that such members also constitute a quorum of the Board of Education;
- 5. communications limited to notice of meetings of the Board of Education or the agendas for such meetings.

Upon written request to the Superintendent of Schools, any person(s) may receive by mail notice of any Board meeting at least one week prior to the meeting where practical. An annual fee, payable to the school district, shall be made for this service. The amount of the fee shall be determined by the Superintendent of Schools and shall be directly related to the cost of providing this service.

Meeting Conduct & Parliamentary Procedures - cont.

Recording, Broadcasting, or Photographing Meetings

The media may record, photograph, broadcast or record for broadcast by persons, newspapers, radio and television stations with 24 hour advance notification and approval by the Superintendent of Schools. Such recording, photographing, broadcasting or recording for broadcasting by persons, newspapers, radio and television stations shall be done as inconspicuously as possible and in such manner as not to disturb the Board of Education meeting.

At any meeting of the Board of Education or its committees which is open to the public, pursuant to the provisions of CGS sec. 1-226, the proceedings may be recorded, photographed, broadcast or recorded for broadcast by any person or by any newspaper, radio broadcasting company or television broadcasting company. The photographer or broadcaster and its personnel, or the person recording the proceedings, shall be required to handle the photographing, broadcast or recording as inconspicuously as possible and in such manner as not to disturb the proceedings of the meeting.

Conduct of Meetings

In the event that a Board of Education meeting is interrupted by any person or group of persons who render the orderly conduct of the meeting unfeasible and order cannot be restored by the removal of individuals who are willfully interrupting the meeting, the Chairman of the Board of Education may order the meeting room cleared and continue in session. Only regular items on the agenda may be considered in such case. Media representatives, unless they were disorderly, shall be permitted to attend the sessions held in this manner.

After time has passed, the Chairman, in his or her discretion, may suspend the Board meeting and invite back those members of the public not responsible for the disruption.

Voting Method

Voting at Board meetings shall be conducted in accordance with state statute and **Robert's Rules of Order**, newly revised.

Parliamentary Procedures

Board meetings shall be conducted according to the rules of parliamentary procedure laid down in <u>Robert's Rules of Order, Newly Revised</u>, unless otherwise specified by state law or in written Bylaws for Board of Education operating procedures.

(cf. 9321 - Time, Place, Notification for Meetings)

Reference: Robert's Rules of Order, Newly Revised

Legal Reference: Connecticut General Statutes

1-200 Definitions. ("Public Agency")

1-225 Meetings of government agencies to be public. Recording of votes. Schedule and

agenda of meetings to be filed. Notice of special meetings. Executive sessions.

1-226 Recording, broadcasting or photographing meetings.

1-227 Mailing of notice of meeting to persons filing written request.

Bylaw adopted by the Board: November 13, 2023 GROTON PUBLIC SCHOOLS Groton, Connecticut

P 3240

Business

Tuition Fees

The Board of Education (Board) will permit non-resident students to attend Groton Public Schools when they can be accommodated in existing classes. The Parent/Guardian shall pay a tuition fee to be established annually by the Board. They will be charged for excess costs for any programs and services provided beyond the general education curriculum in addition to the base tuition rate. Non-resident attendance with tuition shall be for one school year or less to be extended pending approval. If a student is no longer able to attend Groton Public Schools (i.e., leaves region or for medical reasons) an adjustment of tuition on a per diem basis may be made.

The tuition fee may be adjusted as changes in costs indicate.

The Board shall retain the right to terminate a non-resident student should the student violate school or District policy. Attendance by a nonresident tuition student may be terminated by Board action, upon recommendation of the Superintendent, if the Board deems such termination in the best interest of the District. An adjustment of tuition on a per diem basis will be made in this instance.

The Board of Education will permit students from other school district to attend the schools so long as there is room for them without undue crowding, and they or their sending district pays a tuition fee to be established by the Board of Education. The tuition fee may be changed as changes in costs indicate.

A tuition fee may be charged when any course is offered outside the regular school hours.

Legal Reference: Connecticut General Statutes

Policy Adopted: July, 1979

<u>10</u>-33 Tuition in towns in which no high school is maintained.

10-35 Notice of discontinuance of high school service to nonresidents.

<u>10</u>-55 Pupils to attend regional school.

10-220 Duties of boards of education.

<u>10</u>-253 School privileges for children in certain placements, nonresident children and children in temporary shelters.

10-266 Reimbursement for education of pupils residing in state property.

GROTON PUBLIC SCHOOLS
Groton, Connecticut

P 5112

Students

Ages of Attendance

In accordance with Connecticut General Statute 10-186, the Groton Board of Education shall provide education for all persons, residing in the District, five years of age and over, older, having attained age five on or before the first day of January who reach age five on or before the first day of September, of any school year, and under twenty-one years of age and age twenty-two for special education students who is not a graduate of a high school or vocational school, except as provided in Connecticut General Statues 10-233c and 10-233d. Additionally, according to Connecticut General Statutes 10-76d (b2), special education will be provided for children who have attained the age of three and who have been identified as being in need of special education, and whose educational potential will be irreparably diminished without special education.

Parents and those who have the control of children five years of age and over and under eighteen years of age, are obligated by Connecticut law to require their children to attend public day school or its equivalent in the District in which such child resides, unless such child is a high school graduate or the parent or person having control of such child is able to show that the child is elsewhere receiving equivalent instruction in the studies taught in the public schools. The parent or person having control of a child seventeen years of age may consent to such child's withdrawal from school. The parent or personal shall exercise this option by personally appearing at the school District office to sign a withdrawal form. Such withdrawal form shall include an attestation from a guidance counselor or school administrator of the school that his District has provided the parent or person with information on the educational opportunities options available in the school system and in the community.

The parent or person having control of a child five years of age shall have the option of not sending the child to school until the child is six years of age. The parent or person having control of a child six years of age shall have the option of not sending the child to school until the child is seven years of age.

The parent or person shall exercise such option by personally appearing at the school District office and signing an option form. The District shall provide the parent or person with information on the educational opportunities available in the school system.

A child who has attained the age of seventeen and who has voluntarily terminated enrollment with parental consent in the District's schools and subsequently seeks readmission may be denied readmission for up to ninety (90) school days from the date of such termination, unless such child seeks readmission to the District not later than ten (10) school days after such termination in which case the Board shall provide school accommodations to such child not later than three (3) school days after such child seeks readmission.

A child who has attained the age of nineteen or older may be placed in an alternative school program or other suitable educational program if he/she cannot acquire a sufficient number of credits for graduation by age twenty-one two.

Legal Reference: Connecticut General Statutes:

4-176e to 4-180a Agency hearings

4-181a Contested cases. Reconsideration. Modifications.

10-15 Towns to maintain schools

Ages of Attendance - continued

10-15c Discrimination in public schools prohibited. School attendance by five-year-olds.

10-76a - 1076g re: special education.

10-184 Duties of parents (re: mandatory schooling for children ages five to sixteen, inclusive) as amended by P.A. 98-243, P.A. 00-157 and P.A. 09-6 (September Special Session).

10-186 Duties of local and regional boards of education re: school attendance.

Appeals to State Board. Establishment of hearing board.

10-233a – 10-233f Inclusive; re: suspend, expel, removal of students.

10-233c Suspension of students.

10-233d Expulsion of pupils

State Board of Education Regulations

10-76a-1 General definitions (c) (d) (q) (t)

P.A. 19-179 An Act Concerning Homeless Students' Access to Education

"Guidance for Connecticut School Districts: Enrollment Process and Practice," State Department of Education, December 2019.

P.A. 21-86 An Act Concerning the Enrollment of Children of Members of the Armed Forces in Public Schools and the Establishment of a Purple Star School Program

McKinney-Vento Homeless Assistance Act (PL 107-110 Sec. 1032) 42 U.S.C. §11431-11435, as amended by the ESSA, P.L. 114-95

Federal Register: McKinney-Vento Education for Homeless Children & Youths Program, Vol. 81 No. 52, 3/17/2016

Policy Adopted: July 1979

Policy Revised: August 27, 1984
Policy Revised: May 24, 1993

Policy Revised: August 12, 2002 Policy Revised: June 23, 2014 GROTON PUBLIC SCHOOLS Groton, CT

P 5141.5

Students

Suicide Prevention/Intervention

The Groton Board of Education (Board) recognizes that suicide is among the three leading causes of death among young people and, consequently, is a concern to this school system and the community it serves.

It is the policy of the Groton Board of Education to actively respond in any situation where a student verbally or behaviorally exhibits mental health distress, has been identified as at risk of suicide, or is considered to be at an increased risk of suicide based on particular risk factors. indicates an intent to attempt suicide or to physically harm himself/herself themselves.

Risk factors for youth suicide will be based on the statewide strategic suicide prevention plan developed by the Connecticut Suicide Advisory Board, which includes, but is not limited to youth who are:

- 1. bereaved by suicide,
- 2. disabled or have chronic health conditions, such as mental health or substance use disorders,
- 3. involved in the juvenile justice system,
- 4. experiencing homelessness or placed in an out-of-home setting, such as foster care, or
- 5. lesbian, gay, bisexual, transgender or questioning.

Therefore, any school employee who may have knowledge of a suicide threat or intent will report this information to the school Principal, Assistant Principal or his/her their designee, who will, in turn, mobilize the crisis intervention team as described in the district's Guide to Crisis Intervention Procedures. Immediate contact will be made with a parent or guardian. A school mental health professional will meet with the student and assess their level of risk using a District approved rating scale. The mental health professional will make a recommendation(s) to the parent/guardian regarding the appropriate action steps that should be taken to address the student's mental health needs. If indicated, a referral to a community-based mental health provider will be shared with the parent/guardian on the same day and documented on the District's Crisis Intervention Team Report (CIT 1 and 2). At no time during this process is the student to be left alone. A conference will be held and/or an appropriate referral will be made the same day. At no time during this process is the student to be left alone.

The Board recognizes that suicide is a complex issue, and that, while school staff members may recognize potentially suicidal youth, they cannot make clinical assessment of risk and provide in depth counseling, but must refer the youth to an appropriate agency for such professional assessment, and counseling and treatment services outside of the school.

In addition, information regarding the national 988 Suicide and Crisis Lifeline should be made widely available in schools and District offices. This Information should note to call 988 if you are in emotional distress and/or you are having suicidal ideations. It should also include that by calling 988, you will be provided with support and connected to resources if needed in English and Spanish.

In the event that a parent/guardian is unavailable, information concerning a student's suicide attempt, threat, or risk shall be shared with necessary personnel.

Legal Reference: Connecticut General Statutes

10-221(e) Boards of Education to prescribe rules.

10 221 Boards of education to prescribe rules, policies, and procedures. (e) re "policy and

procedures for dealing with youth suicide prevention and youth suicide attempts."

Policy Adopted: June 1990 GROTON PUBLIC SCHOOLS

Revised: February 23, 1993 Groton, CT

Revised: May 9, 1994

P 6146

Instruction

Graduation Requirements

Graduation from Groton Public Schools implies (1) that students have satisfactorily completed the prescribed courses of study for the several grade levels in accordance with their respective abilities to achieve, (2) that they have satisfactorily passed any examinations and satisfactorily demonstrated the District's performance standards established by the faculty and approved by the Groton Board of Education (Board), and (3) that they have fulfilled the legally mandated number and distribution of credits. Graduation shall not be held until 180 days and 900 hours of actual schoolwork are completed. The adopted school calendar shall indicate a graduation date which is no earlier than the 185th day. This date may be modified after April 1 in any school year in conformity with applicable statute.

Graduation Requirements/Exit Standards

To qualify for a diploma from Fitch High School, the following requirements must be met:

All students in grades nine through eleven must be enrolled in a minimum of 8 credits per year. All twelfth-grade students must be enrolled in a minimum of 6 credits. All students must pass the graduation requirements listed below to receive a diploma from Fitch High School. Early graduation for seniors who have met all of their graduation requirements must be approved by the Superintendent and building Principal.

Class of 2023, 2024 & 2025: Total Credits Required for Graduation: 26

All students must meet the following requirements:

Humanities:

4 years of English (Language and Literature) 4 credits

3 years of Social Studies (Individuals and Societies) * 3 credits

(Must include Civics and US History)

1 year of World Language (Language Acquisition) 1 credit

Other Humanities Credits 2 credits

(Including English (Language and literature), 10 credits

Social Studies (Individuals and Societies),

Art (Visual Arts), Music (Performing Arts),

& World Language (Language acquisition)

Science, Technology, Engineering & Mathematics:

4 years of Sciences 4 credits
4 years of Mathematics 4 credits
1 additional STEM credits 1 credit

(Including Math, Science, Technology 9 credits

Business & Vocational Arts)

Physical Education & Wellness 1 credit

Health & Safety Education 1 credit

Mastery-based diploma assessment 1 credit

3 credits

Electives 4 credits

TOTAL: 26 Required Credits

Class of 2026 & Beyond: Total Credits Required for Graduation: 27

All students must meet the following requirements:

Humanities:

4 years of English (Language and Literature) 4 credits

3 years of Social Studies (Individuals and Societies) 3 credits (Must include Civics and US History)

2 year of World Language (Language Acquisition) 2 credits

Other Humanities Credits 2 credits

(Including English (Language and literature), 11 credits

Social Studies (Individuals and Societies),

Art (Visual Arts), Music (Performing Arts),

& World Language (Language acquisition)

Science, Technology, Engineering & Mathematics:

4 years of Sciences4 credits4 years of Mathematics4 credits1 additional STEM credit1 credit

(Including Math, Science, Technology 9 credits

Business & Vocational Arts)

Physical Education & Wellness: 1 credit

Health & Safety Education: 1 credit

Completion of the MYP Personal Project 1 credit

3 credits

Electives 4 credits

TOTAL: 27 Required Credits

Class of 2027 & Beyond: Total Credits Required for Graduation: 27

All students must meet the following requirements:

Humanities:

4 years of English (Language and Literature) 4 credits

3 years of Social Studies (Individuals and Societies) 3 credits (Must include Civics and US History)

2 year of World Language (Language Acquisition) 2 credits

½ year of Financial Literacy .5 credit

Other Humanities Credits 1.5 credits

(Including English (Language and literature), 11 credits

Social Studies (Individuals and Societies),

Art (Visual Arts), Music (Performing Arts),

& World Language (Language acquisition)

Science, Technology, Engineering & Mathematics:

4 years of Sciences 4 credits

4 years of Mathematics 4 credits

1 additional STEM credit <u>1 credit</u>

(Including Math, Science, Technology 9 credits

Business & Vocational Arts)

Physical Education & Wellness: 1 credit

Health & Safety Education: 1 credit

Completion of the MYP Personal Project 1 credit

3 credits

Electives 4 credits

TOTAL: 27 Required Credits

Credit by high school grade

Class of 2023, 2024, 2025:

Twenty-six (26) credits are required for graduation. Students are promoted to the next grade according to the following accumulation of credits:

Grade 9 to Grade 10 6 credits

Grade 10 to Grade 11 12 credits

Grade 11 to Grade 12 18 credits

Class of 2026 and beyond:

Twenty-seven (27) credits are required for graduation. Students are promoted to the next higher grade according to the following accumulation of credits:

Grade 9 to Grade 10 7 credits

Grade 10 to Grade 11 13 credits

Grade 11 to Grade 12 19 credits

Students' grade classification depends upon their actual earned credit status, not on the number of years they have been in high school.

The Board will provide adequate student support and remedial services for all students. These services include, but are not limited to, alternate means for students to complete any of the high school graduation requirements previously listed if such students are unable to satisfactorily complete any of the required courses or exams. Such student support and remedial services shall include, but not be limited to, (1) retaking courses in summer school or in an approved online credit recovery course; or (2) enrolling in a class offered at a constituent unit of the state system of higher education.

Groton Public School's graduation requirements apply to all students, including students requiring Special Education Services except when the Planning and Placement Team exercises the right to adjust the standards of performance on an individual basis. Performance standards for students participating in a functional, life skills curriculum will be based on the student's IEP goals and objectives.

Credits

At Fitch High School, a credit is defined as a class of block time, per year, equivalent to 200 minutes per week. One-half credit is given for courses that complete work in one semester. A students shall be excused from the physical education requirement upon presentation of a certificate from a physician or advanced practice registered nurse indicating that participation in physical education is medically contraindicated because of such student's physical condition. In such case, and by determination of the building Principal, the credit for physical education may be fulfilled by an online course or elective equivalent.

Students may also be waived from the world language requirement and/or Capstone (MYP Personal Project) credit through the decision of an IEP or 504 team. The credit will then be required to be fulfilled by an equivalent elective in this case.

Only courses taken in grades nine through twelve, inclusive, and that are in accordance with the state-wide subject matter content standards, adopted by the State Board of Education shall satisfy this graduation requirement except that a student may be granted credit (1) toward meeting the high school graduation requirements upon the successful demonstration of mastery of the subject matter content described in this section achieved through education experiences and opportunities that provide flexible and multiple pathways to learning, including cross-curricular graduation requirements, career and technical education, virtual learning, work-based learning, high school courses taken during middle school (with the appropriate forms completed), dual enrollment and early college courses, internships and student designed independent studies or (2) for the successful completion of coursework at an institution accredited by the Department of Higher Education or regionally accredited. One three-credit semester course, or its equivalent shall equal one high school credit.

Note: Fitch High School students desiring to take for credit toward meeting the high school graduation requirements, a course at another educational institution or an on-line course must receive prior approval from the Fitch High School Principal.

Students at the middle school can receive high school credit for core courses taken at either the high school or at the middle school that have been designated by the Board for high school credit.

A credit shall consist of not less than the equivalent of 200 minutes per week during the school year **except** for a credit or part of a credit toward high school graduation earned (1) at an institution accredited by the State Board of Education or regionally accredited, or (2) through on-line course work through an approved provider (such as APEX or Virtual High School).

Student Success Plan

Working with faculty and guidance counselors, students shall create their personal success plan, beginning in grade 6 and ending in grade 12. Student success plans shall include a students' career and academic choices in grades six to twelve, inclusive. The student success plans will include time designated during advisory periods and selected curriculum on software such as Naviance.

Assessment Plan

Students are required to take the Connecticut SAT School Day and Next Generation Science Standards Assessment, or a designated equivalent, during their junior year.

International Baccalaureate (IB) and Diploma

The District offers the opportunity for all students to participate in the International Baccalaureate Program (IB). Students can enroll either in individual IB Courses, or, in the full International Baccalaureate Diploma Program to be eligible for the IB Diploma. To earn the diploma, students must successfully complete assessments for six core subjects in addition to Theory of Knowledge. Additionally, students must write an extended essay of 3000-4000 words on a topic of their choosing. Students must also complete a Creativity, Action, and Service project and report. Students who complete all requirements will receive an additional IB diploma.

Middle Years Program (MYP) and Requirements

International Baccalaureate Middle Years Programme (MYP) offers all students in grades sixth through tenth the opportunity to share a common learning experience. MYP is an instructional framework, not a curriculum. All schools use the curriculum and state standards established by the Board. In the classroom, MYP shifts the instructional focus from the teacher to the student. Inquiry drives unit explorations, and students are required to reflect on their learning and connect teacher support and feedback to their own learning goals and growth.

MYP Personal Project Graduation Requirement (Class of 2026 and beyond)

Students are required to complete a personal project with an emphasis on personal exploration and to demonstrate their knowledge of the approaches to teaching and learning skills by the end of their tenth grade year. Students will be introduced to the Personal Project and its components in their ninth grade year.

Students entering Groton Public Schools after the second semester of their tenth-grade year must complete the Personal Project or a school assigned Reflective Project to meet the graduation requirement.

Connecticut Seal of Biliteracy

The Board, using criteria established by the State Board of Education, may affix the "Connecticut State Seal of Biliteracy" to a diploma awarded to a student who has achieved a high level of proficiency in

English and one or more foreign languages. "Foreign language" means a world language other than English. The Board shall include on such a student's transcript and diploma a designation that the student received the "Connecticut Seal of Biliteracy."

Awards of High School Diplomas

Students who complete all graduation requirements shall receive a diploma at the June commencement. Individuals also may fulfill graduation requirements by the satisfactory completion of the following:

- 1. Successful completion of a summer course or summer courses comparable as determined by the Principal to the subject(s) in which the student was deficient.
- 2. Honorable discharge from the United States Armed Forces after a minimum of ninety days of active service during World War II for individuals who withdrew from school to join the Armed Forces and for veterans of the Korean Hostilities and for veterans of the Vietnam Era.
- 3. Honorable discharge from the United States Armed Forces for individuals who left high school prior to graduation and did not receive a diploma as a consequence of such service.
- 4. Withdrawal from high school prior to graduation to work on a job that assisted the war effort during World War II, December 7, 1941, through December 31, 1946, not receiving a diploma as a consequence of such work and has been a resident of Connecticut for at least fifty (50) consecutive years.
- 5. A student who is under expulsion from Fitch High School but has satisfactorily completed all of the graduation requirements shall receive a diploma. However, that student shall not attend the commencement ceremony.

LEGAL REFERENCE

Connecticut General Statutes

10-5c Board examination series pilot program. Issuance of certificate (as amended by P.A. 13-247)

10-14n State-wide mastery examination. Conditions for reexamination. Limitation on use of test results. (as amended by Section 115 of PA 14-217)

10-16(l) Graduation exercises. (as amended by P.A. 96-26 An Act Concerning Graduation Requirements and Readmission and Placement of Older Students)

10-221a High school graduation requirements. (as amended by P.A. 00-124, An Act Concerning High School Diplomas and Veterans of World War II, P.A. 00-

156, An Act Requiring A Civics Course for High School Graduation and P.A. 08-138, An Act Concerning High School Credit for Private World Language Courses Other Subject Areas), P.A. 10-111, An Act Concerning Education Reform in Connecticut, P.A. 135, An Act Concerning Implementation Dates for Secondary School Reform, P.A.13-57, An Act Concerning Honorary Diplomas for Vietnam Veterans, P.A. 13-122, An Act Concerning Minor Revisions to the Education Statutes, P.A. 13-247, Budget Implementer Bill, P.A. 15-237 An Act Concerning High School Graduation.) and PA 17-42

10-233(a) Promotion and graduation policies.

P.A. 13-108 An Act Unleashing Innovation in Connecticut Schools

P.A. 13-247 An Act Implementing Provisions of the State Budget

P.A. 15-237 An Act Concerning High School Graduation.

P.A. 16-44(SS) (Section 310)

Policy Adopted: April 8, 1996

Revised: May 12, 1997 Revised: July 8, 2002 Revised: April 28, 2008 Revised: August 24, 2015 Revised: October 28, 2019 Revised: March 27, 2023 GROTON PUBLIC SCHOOLS

Groton, Connecticut



GROTON PUBLIC SCHOOLS ROOF REPLACEMENT & PV PROJECT

Town Meeting March 18, 2024



GROTON PUBLIC SCHOOLS ROOF REPLACEMENT & PV PROJECT

Charles Barnum Magnet School 30,600 sf Roof Replacement PV Panels







PROJECT SCOPE - CHARLES BARNUM MAGNET SCHOOL

Charles Barnum Magnet School

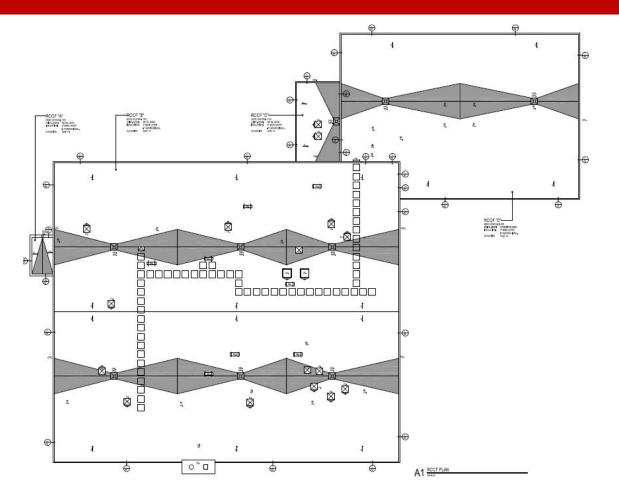
Roof Replacement Scope

- The project consists of 30,600 sf of re-roofing that encompasses the entire facility.
- Demolition the existing EPDM roof & insulation down to the existing deck
- Install a new roofing system that consists of 5" polyiso insulation, ¼" tapered insulation, coverboard & TPO membrane, with 20-year NDL warranty & 30- year NDL bid alternate
- Install new metal fascias and flashing
- Install new primary & secondary roof drains
- Replacement of the existing roof hatch and new safety equipment
- New fall protection skylights
- New roof access ladders
- New mechanical unit supports





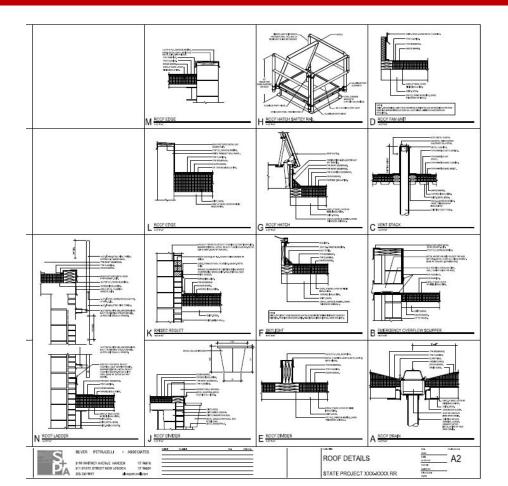
PROJECT SCOPE - CHARLES BARNUM MAGNET SCHOOL - REROOF







PROJECT SCOPE - CHARLES BARNUM MAGNET SCHOOL - REROOF

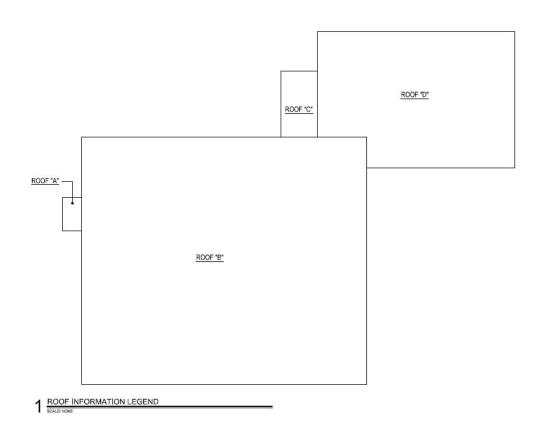






CHARLES BARNUM MAGNET SCHOOL - PROPOSED PV PANEL LOCATION











Groton Public Schools

Dr. Charles G. Barnum School

DAS OSCG&R Project

68 Briar Hill Rd, Groton, CT 06340





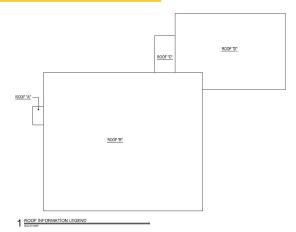


Project Totals

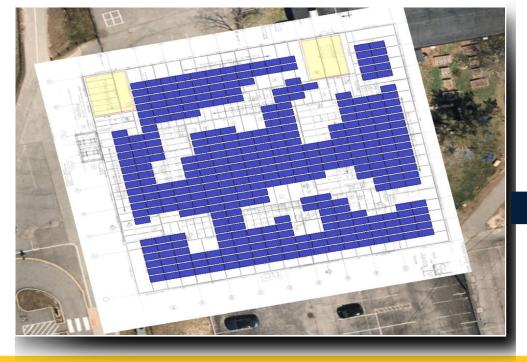
| | System A | System B | Total |
|-------------------------|--------------|--------------|---------|
| Utility Meter Number | KZD053112295 | B7D061937270 | N/A |
| Project Size (kWdc) | 129.8 | 63.8 | 193.6 |
| Year 1 Production (kWh) | 155,883 | 76,581 | 232,464 |

- The school has two utility meters
- Solar is split into two systems, each dedicated to a meter
- This approach minimizes export of power

Project Overview System Layout



*Equipment specs subject to change. Project Manual will contain an approved vendor list





Structural Capacity

- Roof B: 6 psf
- Roof D: 0 PSF

Module Details*

- Type: Trina 550W
- Quantity: 352

Inverter Details*

- Type: SMA CORE1 50-US
- Quantity: 3

Groton Public Utilities Solar Overview



- No Net Metering capability
 - Excess energy is not applied as a kWh credit for later use
- Energy consumed at time of production is an avoided cost
- Energy exported is sold at Groton Utilities' Purchased Power Adjustment Rate (PPAR)
 - Year 1 PPAR: \$0.035/kWh
 - The PPAR is based on ISO-NE market rates
- No participation in the state incentive program (NRES, Non-Residential Renewable Energy Solutions)

Project Overview Savings Analysis¹

| Overview | |
|----------|--|
| | |

Total Project Cost: \$698,250

DAS Reimbursement: 59.29%

IRA Direct Pay: 30%

IRR: 13%

Payback Period: 4.03 Years

Energy Costs

Utility Rate (\$/kWh): \$0.11373

Export Rate (\$/kWh): \$0.03500

Forecasted Escalation Rate: 3%

| | Production | Consumed | Exported | | Avoided | Energy Sale | | IRA Direct | Annual | Cumulative |
|------|------------|----------|----------|-------------------|----------|-------------|------------|------------|------------|------------|
| Year | (kWh) | (kWh) | (kWh) | Build Cost | Cost | Revenue | DAS Reimb. | Pay | Cash Flow | Cash Flow |
| 0 | | | | -\$698,250 | | | | | -\$698,250 | -\$698,250 |
| 1 | 232,464 | 123,485 | 108,979 | | \$14,044 | \$3,814 | \$413,992 | \$209,475 | \$641,326 | -\$56,924 |
| 2 | 231,302 | 122,868 | 108,434 | | \$14,393 | \$3,909 | | | \$18,302 | -\$38,622 |
| 3 | 230,145 | 122,253 | 107,892 | | \$14,751 | \$4,006 | | | \$18,757 | -\$19,866 |
| 4 | 228,994 | 121,642 | 107,352 | | \$15,117 | \$4,106 | | | \$19,223 | -\$643 |
| 5 | 227,849 | 121,034 | 106,816 | | \$15,493 | \$4,208 | | | \$19,701 | \$19,058 |
| 6 | 226,710 | 120,429 | 106,282 | | \$15,878 | \$4,312 | | | \$20,190 | \$39,248 |
| 7 | 225,577 | 119,826 | 105,750 | | \$16,272 | \$4,419 | | | \$20,692 | \$59,940 |
| 8 | 224,449 | 119,227 | 105,221 | | \$16,677 | \$4,529 | | | \$21,206 | \$81,146 |
| 9 | 223,327 | 118,631 | 104,695 | | \$17,091 | \$4,642 | | | \$21,733 | \$102,879 |
| 10 | 222,210 | 118,038 | 104,172 | | \$17,516 | \$4,757 | | | \$22,273 | \$125,152 |
| 11 | 221,099 | 117,448 | 103,651 | | \$17,951 | \$4,875 | | | \$22,827 | \$147,979 |
| 12 | 219,993 | 116,861 | 103,133 | | \$18,397 | \$4,997 | | | \$23,394 | \$171,373 |
| 13 | 218,893 | 116,276 | 102,617 | | \$18,854 | \$5,121 | | | \$23,975 | \$195,348 |
| 14 | 217,799 | 115,695 | 102,104 | | \$19,323 | \$5,248 | | | \$24,571 | \$219,919 |
| 15 | 216,710 | 115,116 | 101,594 | | \$19,803 | \$5,378 | | | \$25,182 | \$245,100 |
| 16 | 215,626 | 114,541 | 101,086 | | \$20,295 | \$5,512 | | | \$25,807 | \$270,908 |
| 17 | 214,548 | 113,968 | 100,580 | | \$20,800 | \$5,649 | | | \$26,449 | \$297,356 |
| 18 | 213,476 | 113,398 | 100,077 | | \$21,316 | \$5,789 | | | \$27,106 | \$324,462 |
| 19 | 212,408 | 112,831 | 99,577 | | \$21,846 | \$5,933 | | | \$27,779 | \$352,241 |
| 20 | 211,346 | 112,267 | 99,079 | | \$22,389 | \$6,081 | | | \$28,470 | \$380,711 |

Footnote: ¹ Disclaimer: This includes forecasts, projections and other predictive statements that represent Project Team assumptions and expectations in light of currently available information. These forecasts, etc., are based on industry trends other factors, variables and uncertainties. The actual results may differ from those projected in this table. Consequently, no guarantee is presented or implied as to the accuracy of specific forecasts, projections or predictive statements contained herein.

Budget Overview

Reimbursements:

Source Rate

State (DAS): 59.29%

Federal (IRA Direct Pay)*: 30%

Portion of Roof Eligible for Federal:

| | Sq. Ft. |
|------------------|---------|
| Total Roof Area: | 30,600 |
| Solar Footprint: | 9,800 |
| | 32.03% |

Project Cost Overview:

| | Re-Roof | Solar | Combined |
|----------------|-------------|------------|--------------|
| Upfront Cost: | \$1,201,736 | \$698,250 | \$1,899,986 |
| State / DAS: | -\$712,509 | -\$413,992 | -\$1,126,502 |
| Federal / IRA: | -\$115,461 | -\$209,475 | -\$324,936 |
| Out of Pocket: | \$373,766 | \$74,783 | \$448,548 |

^{*}Total solar project cost, and portion of reroof covered by solar when using white roof and bifacial modules



THANK YOU



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