

REGULAR MEETING

GRISWOLD BOARD OF EDUCATION

Griswold Middle School Cafeteria, First Floor
211 Slater Avenue
Griswold, Connecticut 06351

THURSDAY,
March 13th, 2025
6:00 PM

THIS MEETING WILL BE LIVE-STREAMED ON OUR DISTRICT FACEBOOK PAGE.

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Minutes
 - A. Regular Meeting— February 27th, 2025
4. Communications
 - A. Community Foundation of Eastern CT - \$500 Gift/Donation to the Paul Carpenter Athletic Scholarship Fund
 - B. March 4th, 2025, Letter to Town of Griswold, Town Clerk, from Superintendent McKenna
5. Recognitions
 - A. Griswold *Forward* Recipient - Mayra Gomez, GES
 - B. Griswold *Employee of the Third Quarter* for the 2024/2025 School Year – Rebecca Rodriguez-Moore, GHS
6. Student Representative Reports
 - A. GES Student Representatives: Briseis Carignan & Angel Nieves
 - B. GMS Student Representatives: Samiah Vincent & Delilah Munoz
 - C. GHS Student Representatives: Ava Mehrens & Andrew Hardin
7. Public Comments
8. Consent Agenda (All routine items can be approved with one motion and without discussion. Points of clarification and discussion requests can be allowed)
 - A. Review, Discussion, and Possible Action on New Bylaw of the Board—9325.5, Requests for Information—Second Reading
9. New Business
 - A. Review, Discussion and Possible Action to Accept the Following Gifts and Donations
 1. BioRidge Pharma EpiPens (16 Units) Donation
10. Old Business
 - A. Review, Discussion, and Possible Action to Approve the Potential Capital Committee Projects for the 2025-2026 School Year
 - B. Review, Discussion, and Possible Action to Approve the Initial Budget Proposal for the 2025-2026 School Year
 - C. Review, Discussion, and Possible Action to Enact Transportation Phase-Out Plan to Grasso Tech beginning with the 2025-2026 School Year

11. Administrators' Reports
 - A. Assistant Superintendent's Report—Glenn LaBossiere, GPS Assistant Superintendent
 1. AIMSWEB Presentation
 2. Professional Development Plan for March 7th, 2025
 - B. Financial Forecast for the 2024/2025 School Year – Deb Martin, GPS Director of Fiscal & Personnel Services
 - C. Audit Report – Deb Martin, GPS Director of Fiscal & Personnel Services
12. Superintendent's Report
 - A. Vacancies/Appointments/Resignations
 - B. Superintendent's Timely Updates
 1. Special Education Math Grant
 2. Materials presented to Board of Finance
13. Committee/Board Reports
 - A. Public Relations Subcommittee Update—Jaimee O'Neill-Eaton
 - B. DPAC Update – Yvonne Palasky
14. Other Business That May Properly Come Before this Board
15. Adjournment

Board of Education Meeting Notes
REGULAR MEETING
LIVE: GRISWOLD MIDDLE SCHOOL CAFETERIA
Thursday, March 13th, 2025
6:00 PM Start Time

ADOPTED GOALS

1. *Griswold Public Schools will commit to the advancement of social and emotional competencies in inclusive and equitable learning environments so that all of our students can grow and thrive.*
2. *Griswold Public Schools will focus on promoting the implementation and expansion of Blended and Personalized Learning in all PreK (Early Childhood Program)-12 learning environments.*
3. *Griswold Public Schools will explore and implement research-based instruction to improve outcomes for all Griswold students.*

ENCLOSED ARE THE MEETING NORMS

NOTE: The purpose of the notes is to provide more context to each agenda item, so that our meeting times are productive and offer Board members the background information to ask for clarification, to ask for additional information, and to discuss matters they deem necessary. If there are any questions or information not included in the notes or packet and you have questions ahead of time, please let us know.

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Minutes
 - A. Regular Meeting—February 27th, 2025 - Minutes are enclosed/attached for your review.
4. Communications
 - A. Community Foundation of Eastern Connecticut - \$500 Gift/Donation to the Paul Carpenter Athletic Scholarship Fund - Enclosed/attached for your review.
 - B. March 4th, 2025, Letter to Town of Griswold, Town Clerk, from Superintendent McKenna—Enclosed/attached for your review
5. Recognitions
 - A. Griswold Forward Recipient – Mayra Gomez - GES
 - B. Griswold Employee of the 3rd Quarter for the 2024/2025 School Year – Rebecca Rodriguez-Moore, GHS
 - C. Recognizing the Griswold Board of Education as we Celebrate Boards of Education Appreciation Month
6. Student Representatives Reports
 - A. GES Student Representatives: Briseis Carignan & Angel Nieves
 - B. GMS Student Representatives: Samiah Vincent & Delilah Munoz
 - C. GHS Student Representatives: Ava Mehrens & Andrew Hardin
7. Public Comments
8. Consent Agenda (All routine items can be approved with one motion and without discussion. Points of clarification and discussion requests can be allowed)
 - A. Review and Discussion on New Bylaw of the Board—9325.5, Requests for Information—Second Reading – This will be a second reading for new Bylaw 9325.5 and is ready for the Board to take action to approve under consent agenda.

9. New Business

A. Review, Discussion, and Possible Action to Accept the Following Gift/Donation

1. BioRidge Pharma – Please see attached memo enclosed for donation information.

10. Old Business

A. Review, Discussion, and Possible Action to Approve the Potential Capital Committee Projects for the 2025-2026 School Year - This item will remain on the agenda during the budget season, until the budget is finalized.

B. Review, Discussion, and Possible Action to Approve the Initial Budget Proposal for the 2025/2025 School Year – This item will remain on the agenda during the budget season, until budget is approved.

C. Review, Discussion, and Possible Action to Enact Transportation Phase-Out Plan to Grasso Tech beginning with the 2025-2026 School Year – This item was brought to the attention of the Board in December. Given budget talks, we thought it would be beneficial to revisit this item again. Also, given that this is a phase out plan, which would involve some form of communication with the public, it would be another reason to revisit the proposed plan.

11. Administrators' Reports

A. Assistant Superintendent's Report—Glenn LaBossiere, Assistant Superintendent

1. AIMSWEB Presentation - Presentation is included for your review.
2. Professional Development Plan for March 7th, 2025

B. Financial Forecast for the 2024/2025 School Year – Deb Martin, GPS Director of Fiscal & Personnel Services

C. Audit Report – Deb Martin, GPS Director of Fiscal & Personnel Services – Deb Martin will provide an update to the Board on the recent audit report.

12. Superintendent's Report

Documents are included for your review.

A. Vacancies/Appointments/Resignations

B. Superintendent's Timely Updates

1. Special Education Math Grant
2. Materials presented to Board of Finance

13. Committee/Board Reports

A. Public Relations Subcommittee Update—Jaimee O'Neill-Eaton- Mrs. O'Neill-Eaton will provide an update to the Board.

B. DPAC (District Partnership Advisory Council)—Yvonne Palasky - Mrs. Palasky will provide an update to the Board.

14. Other Business That May Properly Come Before this Board

15. Adjournment

BOE Meeting Norms

Norm	By . . .
<i>We adhere to clear meeting guidelines</i>	<ul style="list-style-type: none"> • Focusing on students • Having high expectations • Previewing topics and ensuring the essential items are included on the agenda • Staying on topic • Participating in an orderly way • Appreciating community members' participation • Notifying the chair or superintendent if we will be absent
<i>We are actively involved</i>	<ul style="list-style-type: none"> • Participating and sharing our thoughts • Asking questions and seeking clarity • Using all available information to make informed decisions
<i>We celebrate successes</i>	<ul style="list-style-type: none"> • Sharing celebrations at each meeting • Highlighting student successes
<i>We respect each other</i>	<ul style="list-style-type: none"> • Hearing all voices • Sharing different views • Maintaining positive relationships despite differing opinions • Being courteous

**REGULAR MEETING
GRISWOLD BOARD OF EDUCATION**

**THURSDAY,
February 27th, 2025**

DRAFT

1. A regular meeting of the Griswold Board of Education was held on Thursday, February 27th, 2025, in the Griswold Middle School Cafeteria, located on the first floor, 211 Slater Avenue, Griswold, CT. The meeting was called to order at 6:00 PM by Mary Beth Malin, Griswold Board of Education Chair.

PRESENT

Mary Beth Malin, Griswold BOE Chair; Yvonne Palasky, Griswold BOE Vice-Chair, Jaimee O'Neill-Eaton, Griswold BOE Secretary; Martin Osga, Jennifer Norman, and Cathy Waselik, Griswold BOE Members.

ALSO PRESENT

Sean McKenna, GPS Superintendent of Schools; Glenn LaBossiere, GPS Assistant Superintendent; Stephen Cravinho, GPS Campus Wide Activities & Athletic Director; Christopher Champlin, GPS Director of Student Services; Art Howe, GHS Associate Principal; Steven Bourque, GMS Assistant Principal; Joseph Bordeau, GES Principal; Patricia Feeney, Director of Instructional Improvement – Learner Diversity; and Jessica Gillespie, Director of Instructional Improvement – Innovation.

ABSENT

Stuart Norman, Jr., BOE Member; Deborah Martin, GPS Director of Fiscal & Personnel Services; Erin Palonen, GHS Principal; Louis Zubek, GMS Principal; and Jacqueline Love, GES Assistant Principal.

2. Pledge of Allegiance - The Board and the audience performed the Pledge of Allegiance.

3. Approval of the Minutes

- A. Special Meeting—January 27th, 2025

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To approve the special meeting minutes of January 27th, 2025, as presented.
Motion unanimously carried.

- B. Special Meeting - Public Forum – February 10th, 2025 at 5:30 PM

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To approve the special meeting minutes of February 10th, 2025, at 5:30 PM, as presented.
Motion unanimously carried.

- C. Special Meeting – February 10th, 2025 at 6 PM

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To approve the special meeting minutes of February 10th, 2025, at 6 PM, 2025, as presented.
Motion unanimously carried.

D. Special Meeting – February 11th, 2025

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To approve the special meeting minutes of February 11th, 2025, as presented.
Motion unanimously carried.

4. Communications

- A. February 5th, 2025, CABA Advocacy Highlights
- B. Thank You Note from ECHO Foundations for Generous Donation of \$1,940 on Behalf of the Griswold High School Volleyball Team
- C. Thank You Note from Connecticut Children's Medical Center for the Generous Donation of \$810.00 for the PJ Day for Kids on Behalf of Griswold Elementary School
- D. February 19th, 2025, Letter to the State of Connecticut Legislature, Appropriations Committee, from Superintendent McKenna

The Board received a copy of communication above, A-D.

5. Recognitions

- A. GHS's Matayo Swepson, Dr. Martin Luther King, Jr., Student Essay Honoree – The Board, the Superintendent, administrators and audience members took a moment to recognize Matayo Swepson, a student at Griswold High School, whose essay was selected by Senator Chris Murphy's annual student essay contest on the legacy and aspirations of Dr. Martin Luther King, Jr. Unfortunately, Matayo was not feeling well and was unable to attend the meeting in person.
- B. Griswold Forward Recipient, GHS's Lauren Churchill – The Board, the Superintendent, administrators and audience members took a moment to recognize Lauren Churchill, who was chosen as the recipient for this month's Griswold *Forward* award.
- C. Griswold Forward Lifetime Honoree, Martin Osga – The Board, the Superintendent, administrators and audience members took time to recognize and honor Martin Osga, Griswold Board of Education member. Marty has served for many years on the Griswold Board of Education and numerous committees for the Board and for the Town of Griswold. He submitted his resignation to the Board with an effective date of March 1, 2025, as he moves out of Griswold and will no longer be eligible to serve on these Boards and committees. We wish Marty well in his new endeavors and thank him for all of the time he has given to the Griswold Board of Education and to the Town of Griswold.

The Board took a short recess beginning at 6:12 PM.

The Board re-convened the meeting at 6:25 PM.

- 6. Public Comments – There were no public comments this evening.
- 7. Consent Agenda (All routine items can be approved with one motion and without discussion. Points of clarification and discussion requests can be allowed)

A. Review, Discussion and Possible Action to Amend the Following **Policies** Under Sexual Harassment/Title IX—Prohibition of Sex Discrimination and Sexual Harassment in the Workplace—

Second Reading:

1. Personnel—4000.1
2. Personnel—4200.1
3. Students—5145.44

B. Review, Discussion and Possible Action to Amend the Following **Regulations** Under Sexual Harassment/Title IX—Prohibition of Sex Discrimination and Sexual Harassment in the Workplace—

Second Reading:

1. Personnel—4000.1
2. Personnel—4200.1
3. Students—5145.44

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To approve the consent agenda, as presented.
Motion unanimously carried.

8. New Business

- A. Review, Discussion, and Action to Accept the Resignation of Griswold Board of Education Member, Martin Osga, effective March 1st, 2025 – The Board accepted the resignation of Martin Osga, GPS School Board Member, effective March 1st, 2025.

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To accept the resignation of Griswold Board of Education Member, Martin Osga, effective March 1, 2025.
Motion unanimously carried.

- B. Review and Discussion on New Bylaw of the Board—9325.5, Requests for Information—First Reading – The Board had a first reading of new Bylaw 9325.5 and will bring it forward to the next BOE meeting for review, discussion and action.

- C. Review, Discussion, and Possible Action to Appoint a Griswold Board of Education Member to the Cable TV Advisory Council – The Cable TV Advisory Council of Eastern Connecticut is seeking to appoint a Board Member to their advisory council. The candidate would be appointed to a two-year term to represent Griswold. At this time, there were no Board Members interested in participating and no action was taken on this agenda item.

- D. Review, Discussion, and Possible Action to Approve a Field Trip Proposal to Washington DC for November 20 – 23, 2025 – The Board approved a Griswold High School field trip proposal to Washington DC for November 20 – 23, 2025.

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton

To approve the GHS field trip proposal to Washington DC for November 20 – 23, 2025.

Motion unanimously carried.

- E. Review, Discussion, and Possible Action to Set the Tuition Review Projection for the 2025-2026 School Year – The Board voted to set and approve the projected tuition revenue for the 2025-2026 school year at 3.8 million dollars.

MOTION

By Jaimee O'Neill-Eaton

Seconded by Yvonne Palasky

To set the projected tuition revenue for the 2025/2026 school year at 3.8 million dollars.

Motion unanimously carried.

- F. Review, Discussion, and Possible Action to Set the Tuition Rate for Children of Staff Members – The Board set the tuition rate for children of staff members at 30% for the 2025/2026 school year.

MOTION

By Jaimee O'Neill-Eaton

Seconded by Yvonne Palasky

To set the tuition rate for children of staff members at 30% for the 2025/2026 school year.

Motion unanimously carried.

- G. Review, Discussion, and Possible Action to Approve the New ECE UCONN Music Curriculum – The Board reviewed and approved the new ECE UCONN Music curriculum.

MOTION

By Yvonne Palasky

Seconded by Cathy Waselik

To approve the new ECE UCONN Music Curriculum, as presented.

Motion unanimously carried.

- H. Review, Discussion and Possible Action to Accept the Following Gifts and Donations (note: each gift will require its own motion):

1. Beagary Charitable Grant in the amount of \$60,000 to Griswold High School

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To accept the generous donation from the Beagary Charitable Grant in the amount of \$60,000 to Griswold High School.

Motion unanimously carried.

2. Beagary Charitable Grant in the amount of \$55,000 to Griswold Middle School

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To accept the generous donation from the Beagary Charitable Grant in the amount of \$55,000 to Griswold Middle School.

Motion unanimously carried.

3. TangerKids Outlet Donation in the amount of \$500 to Griswold Elementary School

MOTON

By Jennifer Norman
Seconded by Cathy Waselik
To accept the generous donation from TangerKids Outlet in the amount of \$500 to Griswold Elementary School.
Motion unanimously carried.

4. Lisbon/Griswold Continental Lions Mini-Teacher Grant in the amount of \$100 to Griswold Elementary School

MOTION

By Jennifer Norman
Seconded by Cathy Waselik
To accept the generous donation from the Lisbon/Griswold Continental Lions Mini-Teacher grant in the amount of \$950 to Griswold Elementary School.
Motion unanimously carried.

9. Old Business

- A. Review, Discussion, and Possible Action to Approve the Potential Capital Committee Projects for the 2025-2026 School Year – No discussion took place on Capital Committee projects.

MOTION

By Yvonne Palasky
Seconded by Cathy Waselik
To table action on the potential capital committee projects for the 2025/2026 school year.
Motion unanimously carried.

- B. Review, Discussion, and Possible Action to Approve the Initial Budget Proposal for the 2025-2026 School Year – No discussion took place on the initial budget proposal for the 2025/2026 school year.

MOTION

By Cathy Waselik
Seconded by Jaimee O'Neill-Eaton
To table action on the Initial Budget proposal for the 2025/2026 school year.
Motion unanimously carried.

10. Administrators' Reports

- A. Assistant Superintendent's Report—Glenn LaBossiere, Assistant Superintendent

1. Presentation on MTSS (Multi-Tiered Systems of Support) - The Board received an update from Glenn LaBossiere, GPS Assistant Superintendent of Schools, and Directors of Instructional Improvement – Patricia Feeney and Jessica Gillespie - on our Multi-Tiered Systems of Support for our students (MTSS). Students receive support for academic, behavioral and/or social emotional needs. They explained how the MTSS program works.



February 6, 2025

Griswold Board Of Education - Griswold High School Student Activity
211 Slater Ave
Griswold, CT 06351

Dear Friends,

Thank you for your gift of \$500.00 as an addition to the **Paul N. Carpenter Athletic Memorial Scholarship** from tee-shirt sales. We appreciate your support!

For four decades people have entrusted the Community Foundation to help fulfill their philanthropic wishes in addressing the needs of the communities in our region. We are thrilled to partner with you to create a healthy, thriving, sustainable Eastern Connecticut with greater equity for all.

Warm regards,

Lauren C. Parda
Director of Development

Gift Amount: \$500.00
Gift Date: 01/28/2025

*Your gift is tax deductible to the fullest extent of the law.
No goods or services were provided in exchange for your gift.
Tax ID: 06-1080097*

Board of Trustees
Nicholas Fortson, *Chair*
Catherine Marrion, *Vice Chair*
Sandy Hale, *Treasurer*
Morgan Tuck, *Secretary*

Amanda Arling
Joe DeLong
Lee-Ann Gomes
Leah Hartman
Sassy Larrañeta

Lisa McGinley
Cheryl Poirier
Barbara Sahagan
Leah Pollard
Carol Williams

Maryam Elahi,
President & CEO
maryam@cfect.org



GRISWOLD PUBLIC SCHOOLS

211 Slater Avenue, Griswold, CT 06351

Tel: (860) 376-7600 Fax: (860) 376-7607

griswoldpublicschools.org

Sean P. McKenna, Superintendent of Schools
Deborah A. Martin, Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools
Christopher Champlin, Director of Student Services

March 4th, 2025

Town Clerk
Town of Griswold
28 Main Street
Griswold, CT

Dear Town Clerk:

I am writing to inform you that Mr. Martin Osga, who began his service on the Griswold Board of Education in 2018, has submitted his resignation from the Board, effective March 1st, 2025 (attachment 1). The Board, at its regular meeting on February 27th, 2025, motioned to accept Mr. Osga's resignation.

The Board Chair, Mrs. Malin, and I have informed the community of the vacancy on the Board (attachment 2). This information has been widely shared with the Town Democrats and Republicans, and the notice is on our website.

Should you have any questions, please do not hesitate to contact our offices.

Respectfully yours,

Sean P. McKenna
Superintendent of Schools

C: Mary Beth Malin, Chair, Griswold Board of Education
Griswold Board of Education
Tina Falck, First Selectwoman, Town of Griswold
Attachments

February 23, 2025

Dear Superintendent McKenna, Chairwoman Malin and Fellow Members of the Griswold Board of Education:

I am hereby informing you that my change of town residency requires me to resign from my seat on the Griswold Board of Education. This change is effective as of March 1, 2025.

It has been a privilege to serve on the Griswold Board of Education. I have been in awe of the rich array of talents and perspectives on the Board. The dedication and spirit of the Board is both uplifting promising. I leave with a profound appreciation for each of my fellow Board members.

I would be remiss if I didn't comment on the outstanding leadership that our Superintendent has given the community. He is knowledgeable, committed, and of impeccable character. Griswold is lucky to have such a leader.

Take care of yourselves and each other. The fact that we sometimes see things differently is a good thing as long as we trust that each person has the best interests of students at heart. I truly believe that is at the core of the reason that each of us joined the Board of Education.

Wishing you all the best,

Marty

Martin J. Osga



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Sean P. McKenna, Superintendent of Schools
Deborah A. Martin, Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools
Christopher Champlin, Director of Student Services

March 1st, 2025

Dear Griswold:

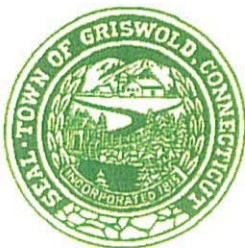
Mr. Martin J. Osga has gracefully resigned from the Griswold Board of Education, effective today. With a long history of service on various building committees in Griswold, including his tenure on the Board since 2018, Mr. Osga has led numerous initiatives that advanced our school district. His contributions include, but are not limited to, chairing the Building Committee for the Griswold High School project in the early 1990s, chairing the Board's Facilities Subcommittee during the campus fuel conversion from oil to gas, and being involved in the design, planning and installation of the Campus Digital Sign. Additionally, Mr. Osga chaired the Building Committee overseeing the Community Multi-Purpose Field complex and the Griswold Soule Street Academy renovation project. Mr. Osga's legacy will continue to impact Griswold Public Schools for years to come.

At this time, there is a vacancy on the Griswold Board of Education. We ask that Griswold residents who are interested in this vacancy submit a letter of interest and any supporting materials (via email, hand-delivery, or regular mail) to the Superintendent of Schools by Saturday, March 15th, 2025. The Griswold Board of Education will convene a Special Meeting the week of March 17th, 2025 or the week of March 24th, 2025, to interview individuals to fill this vacancy. The specific date and posting of this meeting will be forthcoming. Should you have any questions, please do not hesitate to contact our offices.

Sincerely,

Mary Beth Malin
Chairperson, Griswold Board of Education

Sean P. McKenna
Superintendent of Schools



Griswold Public Schools

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Tel: (860) 376-7600 Fax: (860) 376-7607

Sean McKenna, Superintendent of Schools
Deborah A. Martin, Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools
Christopher Champlin, Director of Student Services

March 10, 2025

Miss Mayra Gomez
16 Spruce Street
Jewett City, CT 06351

Dear Mayra,

As we prepare for an upcoming Board of Education meeting, we are looking forward to recognizing the contributions of our staff. One of the most important steps in recognition will be to celebrate those individuals who have made a difference in our schools. We would like to take a moment to recognize you as our *Griswold Forward* award recipient for the month of March.

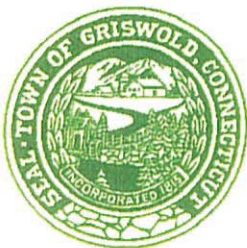
Because you are one of two honorees, you will be recognized on Thursday, March 13th, 2025, at 6 PM in the Griswold Middle School cafeteria. I would ask that you confirm your attendance with my executive assistant, Mrs. Robin Drobiak.

We are looking forward to recognizing all of your efforts as a member of the Griswold Public Schools family. Congratulations!

Sincerely,

Sean P. McKenna,
Superintendent of Schools

cc: GES Administration
BOE Members
Personnel File



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Glenn LaBossiere, Assistant Superintendent of Schools
Christopher Champlin, Director of Student Services

March 10, 2025

Mrs. Rebecca Rodriguez-Moore
51 Bunny Road
Preston, CT 06365

Dear Rebecca,

I am pleased to notify you that you have been nominated and chosen as GPS's
"*Outstanding Employee of the Third Quarter for the 2024/2025 school year!*"

I would like to invite you to an upcoming Board of Education meeting to be recognized for this honor. The meeting is scheduled to take place on **Thursday, March 13th, 2025 at 6:00 PM** in the GMS Cafeteria, located on the first floor, 211 Slater Avenue, Griswold, Connecticut. Please confirm with my Executive Assistant, Robin Drobiak, whether you will be able to attend.

I am looking forward to recognizing and seeing you on March 13th! Congratulations on this well-deserved recognition!

Sincerely,

Sean P. McKenna,
Superintendent of Schools

cc: GHS Administration
BOE
Personnel File

CABE's suggested bylaw.

Bylaws of the Board

Requests for Information by Board Members

The Griswold Board of Education (Board) members represent the public and are entitled to information regarding District performance that will assist them in governance. All Board member requests for documents or information should be made directly to the Board Chair.

Documents subject to Connecticut's Freedom of Information law will be provided, as they are provided to all citizens under Board policy.

Should requests be for information that already exists or data that can be easily gathered and analyzed (provided the request is not for privileged management information, as outlined below), the Board Chair will, in a timely manner provide the information in its most accessible format, to the requesting Board member, with copies to all Board members.

Should the information not exist and/or be difficult to obtain, and should the Board Chair in consultation with the Superintendent determine that the value of the information to the District be insufficient to justify the time or cost of obtaining it, the Board Chair shall bring the request to the Board, with an estimate of the time/cost of responding to the Board member's request. By Board action, the Board will direct the Superintendent to provide, or not provide, the requested information.

The Board, by this policy, wishes to distinguish between District performance information and privileged management information. Performance information is normally data based on numerical measures of results, District operations or practice patterns. Documents or other management information relating to individuals, contracts, meetings, or events of any ongoing management process, unless under the purview of the Freedom of Information Act, are considered privileged management information and not within the purview of the Board.

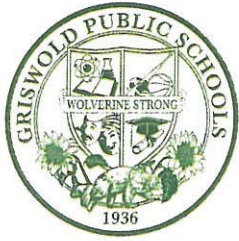
(cf. 1120 - Board of Education Meetings re Public Participation)

(cf. 9322 - Public and Executive Sessions)

Legal Reference: Connecticut General Statutes
 1-200 Definitions
 1-206 Denial of access of public records or meetings. Notice. Appeal
 1-210 to 1-213 Access to public records (as amended by PA 02-113)
 1-211 Access to computer stored records.
 1-214 Public contracts as part of public records.
 1-225 to 1-240 Meetings of government agencies to be public

Bylaw adopted by the Board:

cps 1/13



Griswold Public Schools

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Sean P. McKenna, Superintendent of Schools
Deborah A. Martin, Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools
Christopher Champlin, Director of Student Services

TO: Griswold Board of Education
FROM: BioRidge Pharma
RE: Donation of Epipens to the Griswold Public Schools
DATE: March 13th, 2025

The Griswold Public School district received a donation of Epipens (16 units) from BioRidge Pharma. We have been fortunate to have received these EpiPen donations over the last several years. A special thanks to our School Nurse Coordinator, Renee Normandie, for requesting these EpiPen donations from BioRidge Pharma on a yearly basis.

I would ask the Griswold Board of Education to accept the generous donation from BioRidge Pharma for the EpiPen donation.



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Sean P. McKenna, Superintendent of Schools
Deborah A. Martin, Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools
Christopher Champlin, Director of Student Services

MEMO

TO: Griswold Board of Education

FROM: Sean P. McKenna, Superintendent

SUBJECT: Request/recommendation to phase out transportation to Grasso Tech

DATE: March 6th, 2025

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This is a revisit of a request to gradually “phase out” bus transportation to Grasso Tech, starting with the 2025-2026 school year. This matter was first presented to the Board in December for consideration. Given the budget development cycle we are in, I think it would be beneficial to revisit this “phase out” bus transportation plan to Grasso Tech.

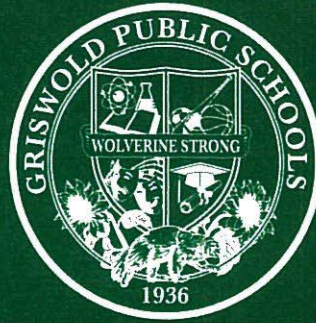
This would mean that we would continue to offer transportation for the following school years, eventually ending this service for a variety of reasons:

- 2025-2026 School Year--Transportation offered
- 2026-2027 School Year--Transportation offered
- 2027-2028 School Year--Last year that transportation would be offered
- 2028-2029 School Year--Transportation NOT offered

We currently offer transportation to 3 technical high schools: Ellis Tech, Norwich Tech, and Grasso Tech. We are one of the few districts--if not the only one-- to continue this offer. Currently, we have 14 students who take the bus to and from Grasso Tech. **Should the Board approve of this request, to be clear, students and families could still apply to and subsequently attend Grasso Tech.** In short, discontinuing the district transportation would not prevent students from selecting Grasso Tech as a school choice.

A daily bus, under the current transportation contract the district has with STA, costs \$426.34 a day for this school year; that cost will only increase year after year. Additionally, the fuel change is an additional cost; vehicle fuel costs continue to increase.

Should the Board support this request, we would notify the entire community immediately and this would allow families and students to plan accordingly.



GPS Spotlight

AimswebPlus Benchmark Winter 2024-25

Purpose

This presentation will review

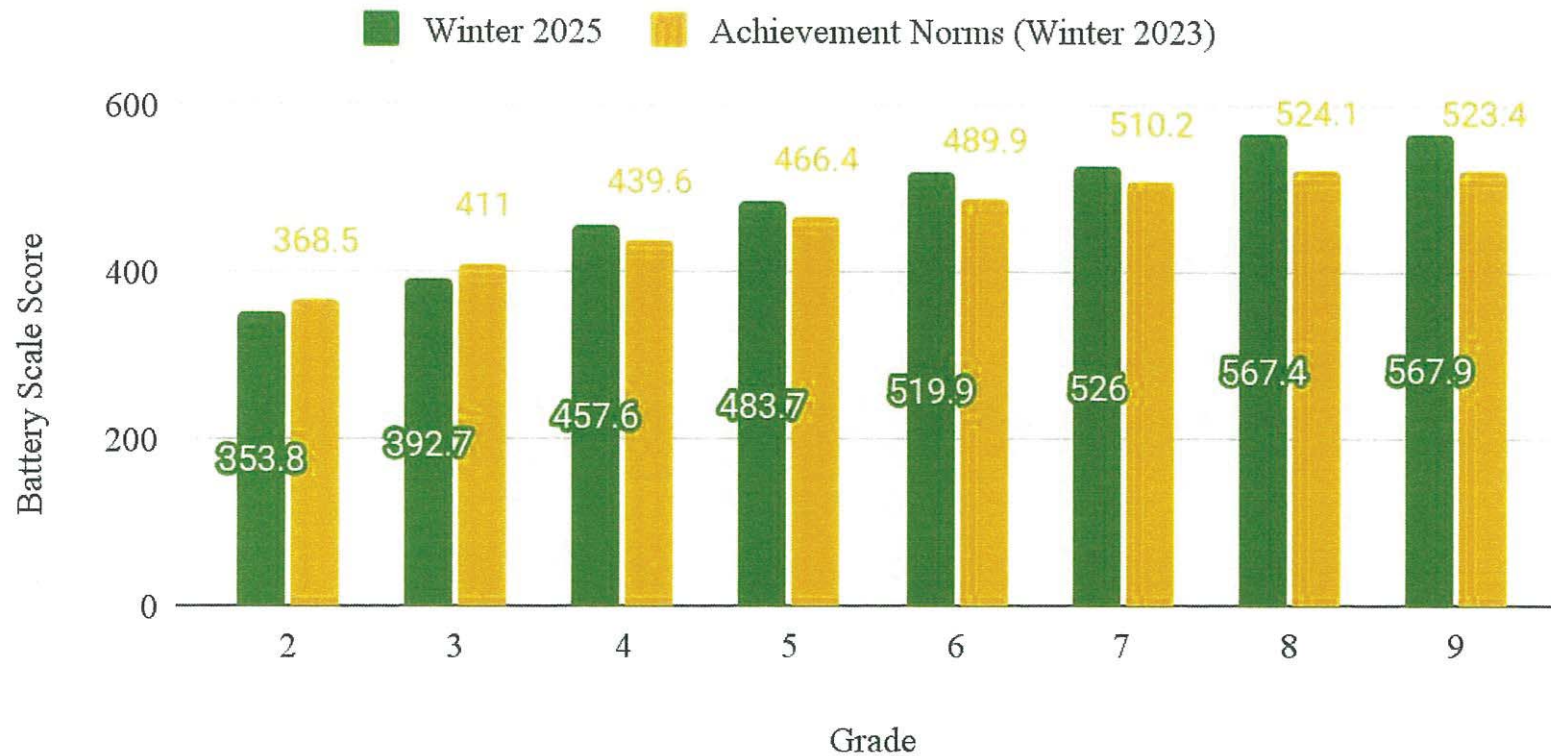
- Insights from the second round of benchmarks in the AimswebPlus system
- Recent reading and math achievement and growth data for GPS students
- Steps the district is taking to support students in their growth and achievement.



AimswebPlus Reading & Math
Benchmark Data
Winter 2024-25
Grades K-9

AimswebPlus Reading Benchmark Winter 24-25

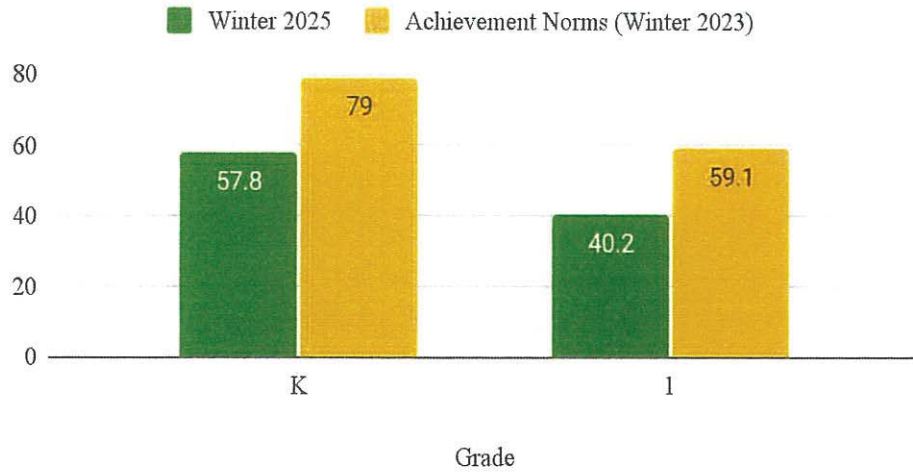
Reading Proficiency Means



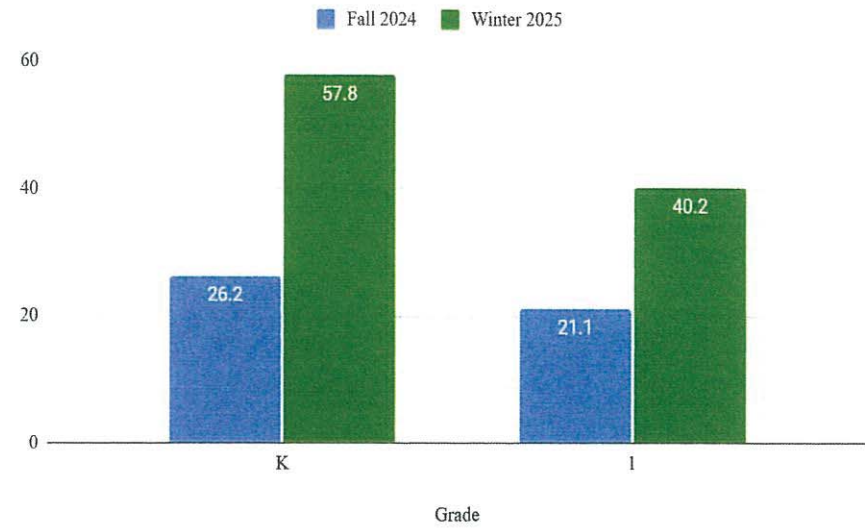
AimswebPlus Early Literacy Benchmark Winter 24-25

Aimsweb Winter Early Literacy Benchmark

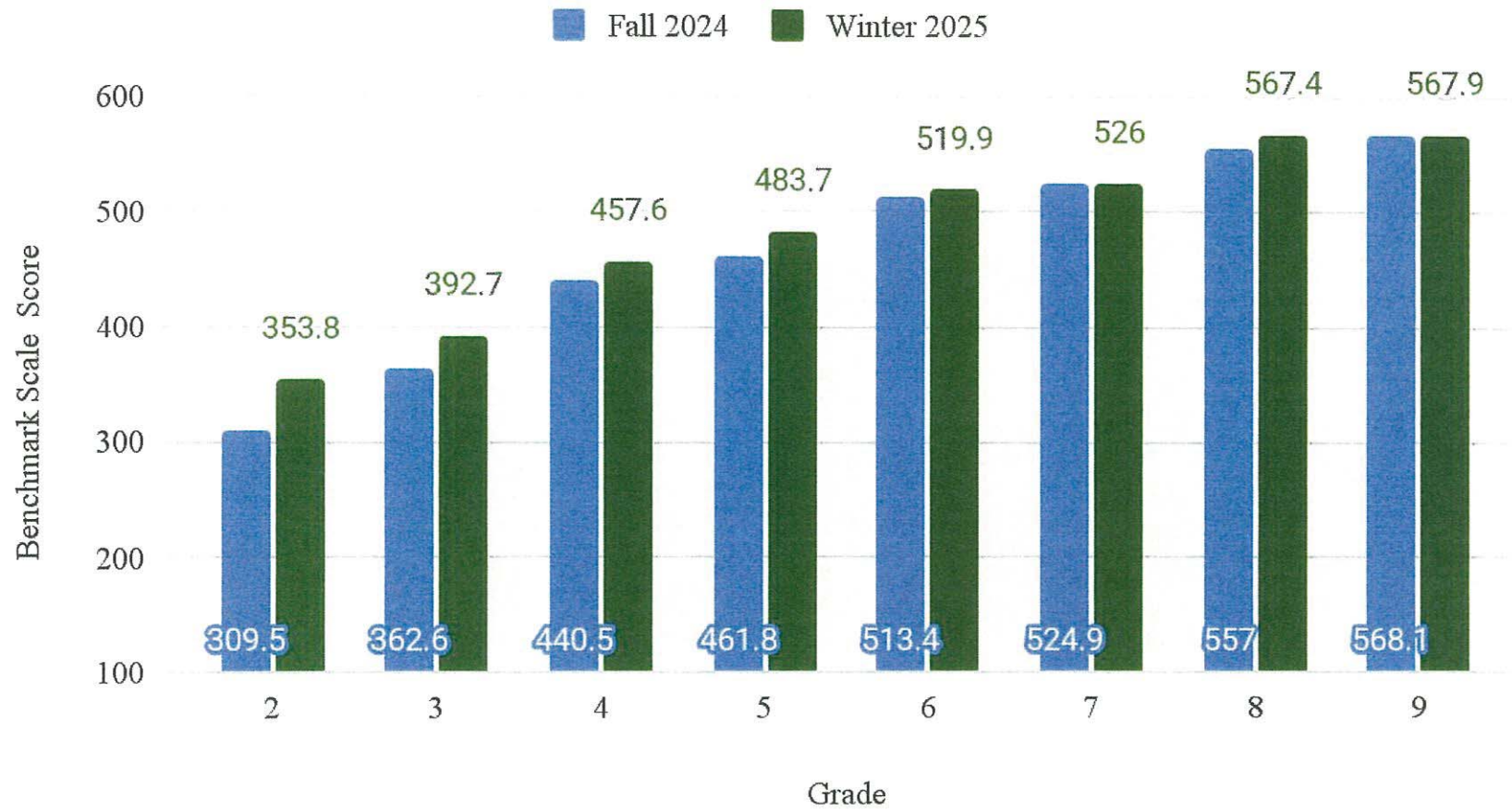
Reading Proficiency Means



AimswebPlus Early Literacy Cohort Growth, Fall 2024-Winter 2025



AimswestPlus Reading Cohort Growth, Fall 2024-Winter 2025



AimswebPlus Reading Highlights

Areas of Achievement

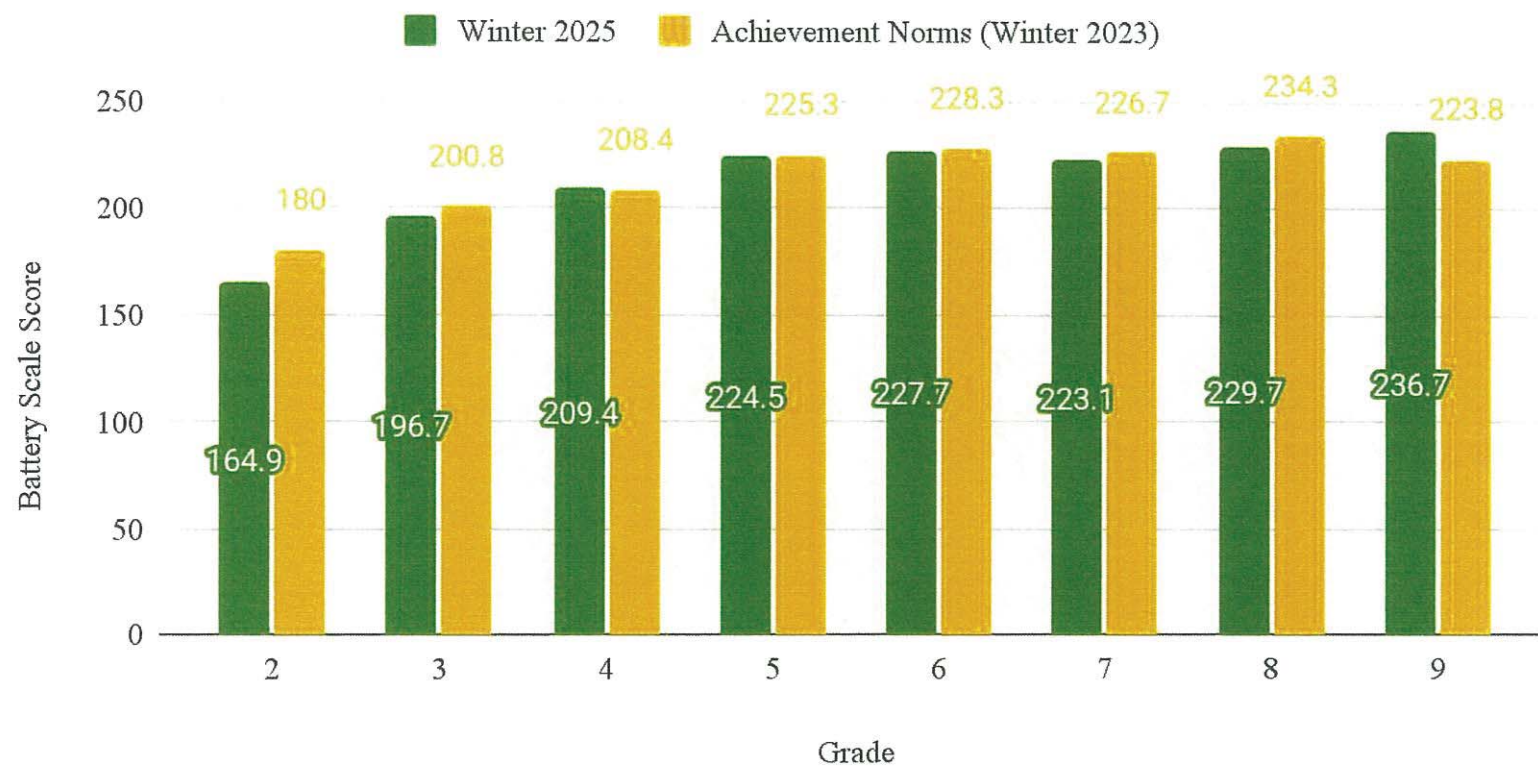
- Grades K and 1 approximately doubled their performance from Fall to Winter
- By Grade 4, our average student surpasses the national average for reading achievement
- Based on Winter reading growth norms
 - Grade 2 grew 44% more than expected
 - Grade 3 grew 49% more than expected
 - Grades 4 and 5 grew at double the expected growth
 - Grade 8 more than doubled the expected growth, growing at 130% of the expected growth

Areas for Growth

- Grades K-3 are striving to catch up to national norms for achievement
- Although performance was above the national average, Grades 7 and 9 grew less than expected

AimswestPlus Math Benchmark Winter 24-25

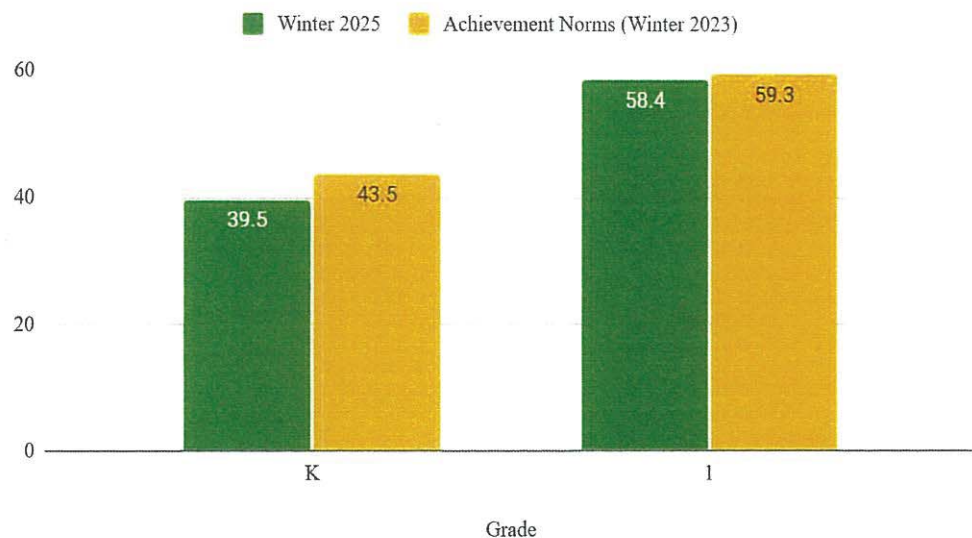
Math Proficiency Means



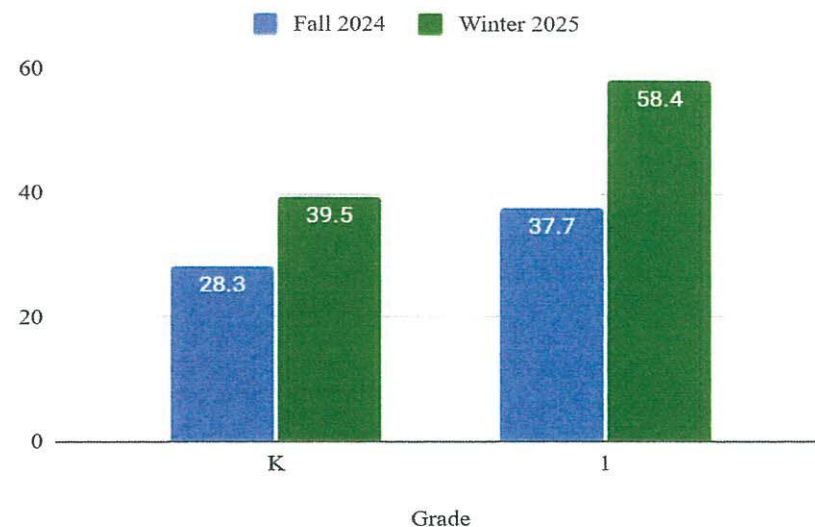
AimswebPlus Early Literacy Benchmark Winter 24-25

Winter Early Numeracy Benchmark

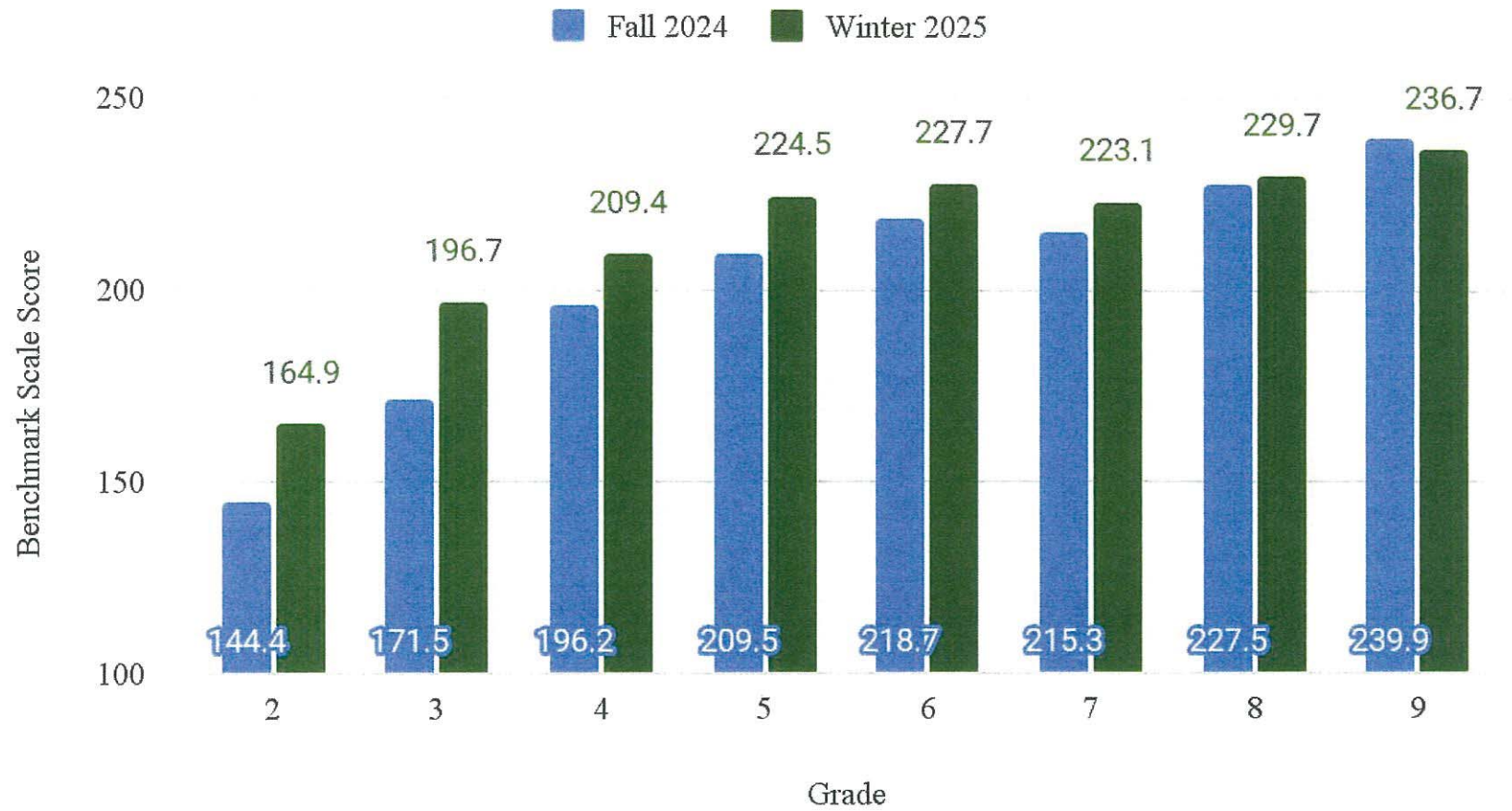
Math Proficiency Means



AimswebPlus Early Numeracy Cohort Growth, Fall 2024-Winter 2025



AimswestPlus Math Cohort Growth, Fall 2024-Winter 2025



AimswebPlus Math Highlights

Areas of Achievement

- Grade 1 approximately doubled their performance in reading achievement from Fall to Winter
- Based on Winter reading growth norms
 - Grade 1 grew 83% more than expected
 - Grades K and 2 grew 25% more than expected
 - Grade 3 more than doubled the expected growth, growing at 125% of the expected growth
 - Grades 4 grew 63% more than expected
 - Grade 5 grew 79% more than expected
 - Grade 7 grew 500% more than expected!

Areas for Growth

- Although most grades showed significant growth, students continue to strive toward the national norms for achievement
- Although performance was above the national average, Grade 9 grew less than expected

What's Next?

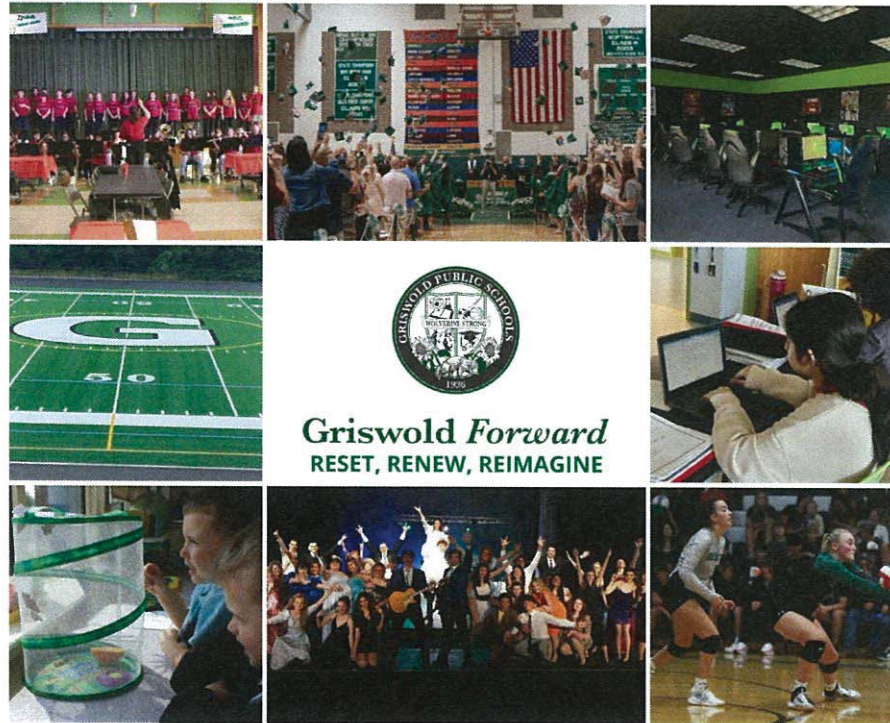
Continued Work on Curriculum and Instruction

- Using identified class, school, and district trends, teachers adjust instruction to meet student needs
- Math curriculum revisions, including renewed focus on fluency practice, continued focus on concepts and applications

Supporting Student Achievement and Growth with Authentic Data

- Data team meetings at the building and district level
- MTSS plans supported by data
- Compare student and cohort data from Fall to Spring and year to year

GRISWOLD PUBLIC SCHOOLS



PROFESSIONAL LEARNING SCHEMA

March 7th, 2025

7:30-2:45

2024-2025 DISTRICT GOALS

Griswold Public Schools commits to the advancement of social and emotional competencies in inclusive and equitable learning environments so that all of our students can grow and thrive.

Griswold Public Schools will focus on professional learning and classroom intervisitation to promote the implementation and expansion of Blended and Personalized Learning in all PreK (Early Childhood Program)-12 learning environments.

Griswold Public Schools will explore cognitive science, research and the effect size of promising practices to improve outcomes for all Griswold students, strengthening Tier 1 instruction.

DISTRICT SPONSORED PROFESSIONAL LEARNING	GES DETAILED PROFESSIONAL LEARNING SCHEMA	GMS DETAILED PROFESSIONAL LEARNING SCHEMA	GHS/Soule Street Academy DETAILED PROFESSIONAL LEARNING SCHEMA
MORNING	<p>MORNING</p> <p>7:30-8:00, Light Breakfast in the cafeteria</p> <p>8:15-9:15, Choice Learning (select 1 option to participate in and document in your TEVAL form in Frontline)</p> <p>9:15-10:00, Faculty Meeting (GES LMC)</p> <p>10:00-12:00, The Science of Reading; Bookworms; ELA planning (Heggerty & Foundations Units)</p>	<p>MORNING</p> <p>7:30-8:00 Light Breakfast in Cafe</p> <p>8:15-9:15 Choice Learning (select 1 option to participate in and document in your TEVAL form in Frontline)</p> <p>9:15-11:00, *Individual/Team PD/Classroom Prep/Department (Team Planning)</p> <p>10:00-11:00 ExPO Coaches Meeting (Learning Commons)</p> <p>11:00- 12:00 Faculty Meeting</p>	<p>MORNING</p> <p>7:30-8:15: Faculty Meeting with light breakfast/monthly birthday treats/coffee served.</p> <ul style="list-style-type: none"> • Learning Commons <p>8:15-9:15: Choice Learning (select 1 option to participate in and document in your TEVAL form in Frontline)</p> <p>9:30-10:30: Capstone Meeting - Capstone Committee</p> <ul style="list-style-type: none"> • Learning Commons <p>10:30-12: COURSE RECOMMENDATIONS - hard</p>

DISTRICT SPONSORED PROFESSIONAL LEARNING	GES DETAILED PROFESSIONAL LEARNING SCHEMA	GMS DETAILED PROFESSIONAL LEARNING SCHEMA	GHS/Soule Street Academy DETAILED PROFESSIONAL LEARNING SCHEMA
	<p>📄 Bookworms/ELA Curriculum...</p> <p>*Individual/Team PD/Classroom Prep/Department (Team Planning)</p>	(Learning Commons)	deadline by end of day today, no exceptions
LUNCH	12:00-12:30 , Lunch	12:00-12:30 Lunch	12:00-12:30 Lunch
AFTERNOON	<p>AFTERNOON</p> <p>12:30-2:45, *Individual/Team PD/Classroom Prep/Department (Team Planning)</p> <p>1:00-2:30 TEAM Module 5 (New Teachers), TLI Office</p> <p>1:45-2:30, "How to Plan for Differentiated Reading Instruction" Chapter 3: Planning for Differentiation (GES LMC)</p>	<p>AFTERNOON</p> <p>12:30-2:45, *Individual/Team PD/Classroom Prep/Department (Team Planning)</p> <p>1:00-2:00 Interventionist Meeting (conference room)</p> <p>1:00-2:30 TEAM Module 5 (New Teachers), TLI Office</p>	<p>AFTERNOON</p> <p>1:00-2:30 TEAM Module 5 (New Teachers), TLI Office</p> <p>1:00-2:00: Special Education Team/Para meeting (BSC & Resource)</p> <ul style="list-style-type: none"> • See Stacy Jewell <p>Life Skills teamwork in Life Skills classroom</p> <p>12:30-2:45: Individual/Departmental/Classroom Prep</p> <ul style="list-style-type: none"> • See ATL <p>ALL Conference Forms to Melissa Blondet by end of the day today.</p>

VACANCIES

<u>Certified Positions</u>	<u>Location</u>	<u>Closing Date</u>
Special Education Teacher, 1.0 FTE	GES	Until Filled

<u>Non-Certified Positions</u>	<u>Location</u>	<u>Closing Date</u>
Custodian, 2 nd Shift	GPS	Until Filled
Paraeducators, Full-Time	GPS	Until Filled
Paraeducators, Part-Time	GPS	Until Filled
Paraeducators, Preschool	GES	Until Filled

<u>Extra-Curricular Positions</u>	<u>Location</u>	<u>Closing Date</u>
Coach – Track Outdoor Assistant	GHS	Spring 25 Season
Coach – Track Outdoor Head Girls	GHS	Spring 25 Season
Coach – Baseball JV	GHS	Spring 25 Season

RESIGNATIONS

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Effective Last Day</u>
Sullivan, Jarod	GMS	Custodian, 2 nd Shift	March 14, 2025
Lake, Jordan	GHS	Coach – Baseball JV	February 28, 2025

APPOINTMENTS

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary/Rate</u>
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Notes:

March 13th, 2025

SUPERINTENDENT'S UPDATES

Regular Meeting, March 13th, 2025

PROJECT/AREA	UPDATE
<p data-bbox="90 282 548 315">STATE OF CT PD OFFERING.</p> 	<ul style="list-style-type: none"> • We have been selected by the Connecticut State Department to participate in a grant funded program to offer our elementary educators professional development on early intervention, instructional, and transitional services to students with disabilities in the area of mathematics. • To be clear, this is not a grant we applied for; rather, we were selected by the state. • The work involved with this program will commence at the beginning of the 2025-2026 school year; there will be some training for select staff in the summer of 2025. • The primary goal of this program is to increase the capacity of educators to implement evidence-based mathematics practices to students with disabilities.
<p data-bbox="90 808 384 841">BOF REQUESTS</p> 	<ul style="list-style-type: none"> • Please see attached staffing report that was provided to the BOF. • Also, to offset expenses in this year's budget, we used approximately \$440,000 of expiring grant funds--namely, the ARP ESSER 3 grant. • Lastly, the BOF has requested a report on our graduation rates. That shall be provided in the near future.

REPORT REQUESTED BY AND SUBMITTED TO THE BOF

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Administration	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal
School Counselor	1	1	1	1	1
School Social Worker	1	1	N/A	1	1
School Psychologist	1	1	2	1	1
Pre-Kindergarten	3	3	3	3	3
Kindergarten	7	6	6	6	6
Grade 1	7	6	6	6	6
Grade 2	6	6	6	6	6
Grade 3	5	6	6	6	6
Grade 4	6	6	6	6	6

GES: Special Areas	2020-2021	2021-2022	2022-2023	2023-2024	2024-25
Art	1	1	1	1	1
Health	1	1	1	1	1
Instructional Specialist	1	N/A	N/A	N/A	N/A
Librarian	1	1	1	1	1
Music	1	1	1	1	1
Physical Education	1	1	1	1	1
Reading Intervention	1	2	2	2	2
Technology Education	1	1	1	1	1
Special Education	7	7	7	7	7
Special Services Certified Support *(shared within district)	*1 Physical Therapist *2 Occupational Therapist 1 COTA	*1 Physical Therapist *2 Occupational Therapist 1 COTA	*1 Physical Therapist *2 Occupational Therapist 1 COTA	*1 Physical Therapist *2 Occupational Therapist 1 COTA	*1 Physical Therapist *2 Occupational Therapist 1 COTA
Speech Pathologist	3	3	3	3	3
SEL INTERVENTIONIST	N/A	N/A	1	1	1

REPORT REQUESTED BY AND SUBMITTED TO THE BOF

GMS	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Administration	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal
School Counselor	1	1	1	1	1
School Psychologist	2	2	2	2	2
Grade 5	6	6	6	6	6
Grade 6	6	6	6	6	6
Grade 7	6	6	6	6	6
Grade 8	6	6	6	6	6
Music	2.4	2.4	2.4	2.4	2
Art	1	1	1	1	1
Physical Education	1.8	1.8	1.8	1.8	2
Health	1	1	1	1	1
World Language	1.5	1.5	1.5	1.5	1
Instructional Specialist	1	N/A	N/A	N/A	N/A
Library	1	1	1	1	1
Music	2.4	2.4	2.4	2.4	2
Reading Intervention	2	2	2	2	2
Math Intervention	N/A	N/A	N/A	N/A	1
Special Education	6	6	6	6	6
Speech Pathologist	0.4	0.5	0.5	0.5	0.5
Technology Education	1	1	1	1	1
World Language	1.5	1.5	1.5	1.5	1.5
SEL INTERVENTIONIST	N/A	1	1	1	1

REPORT REQUESTED BY AND SUBMITTED TO THE BOF

GHS	2020-21	2021-22	2022-23	2023-24	2024-25
Administration	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal	1 Principal 1 Assistant Principal
School Counselor	3	3	3	3	3
School Psychologist	1	1	1	1	1
Social Worker	1	1	1	1	1
Art	1.6	1.6	1.6	1.6	1.6
English	6.6	6.6	6.6	6.6	6.75
Health	1.2	1.2	2	2	2
Math	7	7	7	6	6
Music	2	2	2	2	2
Physical Education	2.2	2.2	2.2	2.2	2
Science	6	6	6	6	6
Social Studies	6	6	6	6	6
World Language	3.5	3.5	3.5	3.5	3
Academy	2	2	2		
GHS: Special Areas					
Business Education	3	3	3	3	3
Family & Consumer Science	2	2	1	1	1
Instructional Specialist	1	N/A	N/A	N/A	N/A
Library	1	1	1	1	1
Medical Professions	1	1	1	1	1
Special Education	7	7	7	7	8
Speech Pathologist	0.4	0.4	0.4	0.4	0.4
Technology Education	2.2	2.2	2.2	2.2	2.2
Academy	2	2	2	N/A	N/A
Reading Interventionist	N/A	N/A	N/A	1	1
Math Interventionist	N/A	N/A	N/A	1	1
Student Supervisor	1	N/A	N/A	N/A	N/A
SEL INTERVENTIONIST	N/A	1	1	1	1

REPORT REQUESTED BY AND SUBMITTED TO THE BOF

GPS Central Office Position	2020-21	2021-22	2022-23	2023-24	2024-25
Business Manager/Fiscal Director	1	1	1	1	1
District Wide Activities & Athletic Director	1	1	1	1	1
Technology Director	1	1	1	1	1
Food Service Director	1	1	1	1	1
Student Services Director	1	1	1	1	1
Assistant Director of Student Services	N/A	1	1	1	1
Assistant Superintendent	1	1	1	1	1
Superintendent	1	1	1	1	1
Instructional Improvement Directors	N/A	2	2	2	2
Technology Integration Specialist	N/A	1	1	0	0
Director of Safety & Security	1	1	1	1	1
Marketing and Communications Director	N/A	1	1	1	1

REPORT REQUESTED BY AND SUBMITTED TO THE BOF

2020-21	PARAEDUCATORS	OFFICE SUPPORT
GRISWOLD ELEMENTARY	32 full-time 14 part-time	1 Nurse *3 - 2 Secretaries (12 month) *1 Secretary (10 month) 1 Nurse Assistant *Effective January 2020
GRISWOLD MIDDLE SCHOOL	17 full-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD HIGH SCHOOL	13 full-time (4.5 funded by tuition towns) 1 Part-time 1 Student Supervisor	1 Nurse *3 Secretaries (12 month) *1 Secretary (10 month) 1 Nurse Assistant *Effective January 2020
CENTRAL OFFICE	N/A	Superintendent's Office 1 Business Office 2 Special Education 2 Technology 3

2021-22	PARAEDUCATORS	OFFICE SUPPORT
GRISWOLD ELEMENTARY	30 full-time 11 part-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD MIDDLE SCHOOL	15 full-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD HIGH SCHOOL	16 full-time (9 funded by tuition towns)	1 Nurse *3 Secretaries (12 month) *1 Secretary (10 month) 1 Nurse Assistant *Effective January 2020
CENTRAL OFFICE	N/A	Superintendent's Office 1 Business Office 2 Special Education 2 Technology 3

2022-23	PARAEDUCATORS	OFFICE SUPPORT
GRISWOLD ELEMENTARY	32 full-time 14 part-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD MIDDLE SCHOOL	17 full-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD HIGH SCHOOL	13 full-time (4.5 funded by tuition towns)	1 Nurse 3 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
CENTRAL OFFICE	N/A	Superintendent's Office 1 Business Office 2 Special Education 2 Technology 3

2023-24	PARAEDUCATORS	OFFICE SUPPORT
GRISWOLD ELEMENTARY	37 full-time 9 part-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD MIDDLE SCHOOL	16 full-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD HIGH SCHOOL	8 full-time (4.5 funded by tuition towns)	1 Nurse 3 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
CENTRAL OFFICE	N/A	Superintendent's Office 1 Business Office 2 Special Education 2 Technology 3

2024-2025	PARAEDUCATORS	OFFICE SUPPORT
GRISWOLD ELEMENTARY	37 full-time 9 part-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD MIDDLE SCHOOL	16 full-time	1 Nurse 2 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
GRISWOLD HIGH SCHOOL	21.5 full-time (13 funded by tuition towns)	1 Nurse 3 Secretaries (12 month) 1 Secretary (10 month) 1 Nurse Assistant
CENTRAL OFFICE	N/A	Superintendent's Office 1 Business Office 2 Special Education 2 Technology 3

CUSTODIAL STAFFING 2020-21	
GES	7
GMS	5.5
GHS	4
FIELDS	0.5
OTHER	Maintenance 1 Weekend 1

CUSTODIAL STAFFING 2022-23	
GES	7
GMS	5.5
GHS	4
FIELDS	0.5
OTHER	Maintenance 1 Weekend 1

CUSTODIAL STAFFING 2021-22	
GES	7
GMS	5.5
GHS	4
FIELDS	0.5
OTHER	Maintenance 1 Weekend 1

CUSTODIAL STAFFING 2023-24	
GES	7
GMS	5.5
GHS	4
FIELDS	0.5
OTHER	Maintenance 1 Weekend 1

CUSTODIAL STAFFING 2024-25	
GES	5.5
GMS	5
GHS	6
FIELDS	1
OTHER	Maintenance 1 Weekend .5

ALTERNATIVE SCHOOL--2020-21	
Teachers	3
Paraeducators	2
Social Worker	1

ALTERNATIVE SCHOOL--2021-22	
Teachers	3
Paraeducators	2
Social Worker	1

ALTERNATIVE SCHOOL--2022-23	
Teachers	3
Paraeducators	2
Social Worker	1

ALTERNATIVE SCHOOL--2023-24	
Teachers	3
Paraeducators	2
Social Worker	1

ALTERNATIVE SCHOOL--2024-25	
Teachers	3
Paraeducators	2
Social Worker	1