

**GROTON BOARD OF EDUCATION
REGULAR MEETING MINUTES
APRIL 28, 2025 @ 6:00 P.M.
CENTRAL OFFICE, ROOM 11/HYBRID**

MEMBERS PRESENT: Beverly Washington-Chairperson, Adrian Johnson-Vice Chairperson, Andrea Ackerman, Dean Antipas, Matthew Shulman, Ian Thomas, Jay Weitlauf (remote), Jennifer White, Michael Whitney

ALSO PRESENT: Susan Austin, Anne Marie Mancini, Sam Kilpatrick, Clint Kennedy (remote), Sarah Beth Stonoha, Mahi Patel, Melanie Fleming

I. CALL TO ORDER – Mrs. Washington, Chairperson, called the meeting to order at 6:16 p.m.

A. Pledge of Allegiance

The first order of business was the Pledge of Allegiance to the flag led by Melanie Fleming.

II. RECOGNITION AND PARTICIPATION OF VISITORS AND DELEGATIONS - None

III. COMMENTS FROM CITIZENS - None

IV. RESPONSE TO COMMENTS FROM CITIZENS - None

V. STUDENT REPRESENTATIVE REPORT

Student Representative reported:

- BSU fundraiser – collection of shoes for the month of April
- Junior Prom to be held at GMS on May 17, 2025, at a cost of \$30.00
- Senior Prom to be held at Pequot Museum on May 30, 2025, at a cost of \$70.00
- National Honor Society has been encouraging students who are taking the AP, IB, and UConn exams to get rest to get the best results
- The Grease Production sales had the biggest cast ever

VI. SUPERINTENDENT AND ADMINISTRATION REPORTS

A. Superintendent & Assistant Superintendent Report

1. Update re: Reading K-5 – Wit & Wisdom (Attachment #1) – Sarah Beth Stonoha gave an overview of the PowerPoint presentation of “A Year of Literacy Growth: From Phonics Foundation to Wit and Wisdom Implementation”

B. Reports and Information from the Staff

1. Interim Director Finance - Mr. Ray Engle noted that the Narrative (Attachment #2), the General Fund Financial Report and the Utilities Report (Attachment #3).
2. Director of Buildings and Grounds – Mr. Kilpatrick reported that he met with Fuss and O’Neill re: HVAC repairs. He received a list of all items generated from the principals and reviewed the work in progress and the work to be done in the spring and summer.

The Board discussed the merits of charging stations being used by the public on school property. It was the consensus of the Board that the charging stations are to be used by staff only during the school day, the stations will be turned off during the summer, the stations will be turned off after school hours, and the stations will be turned on from 7:00 a.m. to 4:00 p.m.

VII. COMMITTEE REPORTS

1. Policy – Mr. Shulman noted that the Policy Committee will meet on May 13, 2025 and will discuss the elements of an AI policy.
2. Curriculum – Mr. Johnson noted that the Curriculum Committee met on April 7, 2025 and discussed a Personnel Finance class as well as a 5-year plan for Math improvements.
3. Finance/Facilities – Mr. Antipas noted that the Finance/Facilities Committee met on April 1, 2025. At that time, there was a \$1.5 million balance, work on the ED049 for the CB roof project is in progress, there was an increase in estimates regarding the HVAC projects at FHS & CB, Mr. Kilpatrick was going to meet with the Principals on April 8, 2025 to discuss Tools for Schools, no trespassing signs were installed, and the Ed Harvey Baseball field sign was discussed.
4. Ad Hoc Budget Procedure – The Ad Hoc Budget Procedure Committee met on April 22, 2025 and discussed the game plan on how to move forward on the presentation inside the budget book; duties were delegated amongst the committee members. Mr. Thomas noted that the next meeting will be on May 20, 2025 at 6:30 p.m. and will be a virtual meeting.
5. LEARN – Mrs. Washington stated that she saw a presentation on LEARN's new Creating Connections Early Learning Center designed for infants and toddlers. Key legislative updates were discussed; HR6869-An Act Expanding Dual Enrollment and Concurrent Enrollment Opportunities; An Act Concerning Medicaid Coverage for ABA Services, and An Act Concerning Disconnected Youths. LEARN's multicultural magnet school is transitioning from a K-5 configuration to a 3-8 configuration. The Friendship School received an award from the Magnet Schools of America.
6. Athletic Fields – Mr. Thomas noted that the Athletic Fields Committee met on April 17, 2025 and discussed the Board of Education and Town field use agreement possibilities, project priority recommendations, and the next steps re: the fields renovations across Town. The Town Council did vote out of committee the idea of going forward with a referendum that would look at a four-phase project possibly spread out over four years.
7. Trails – Mr. Shulman noted that the Trails Committee will be in June.
8. Library – Mr. Shulman noted that the Environment Expo was held last Saturday.
9. State Council on Education Opportunities for Military Children - Mrs. Austin noted the State Council discussed the actual compact. Kate Erickson suggested talking about it at a LEARN Superintendent's meeting.

VIII. ACTION ITEMS

A. Consent Agenda

MOTION: Antipas, Ackerman: To approve the consent agenda with corrections to the following meeting minutes:

- March 24, 2025: note this motion as "Consent Agenda" so that it includes the gifts to the district
- March 24, 2025: Attach the handout from the Comment from Citizens portion of the meeting to the minutes
- April 22, 2025: Add that the Board discussed the letter and weighted both the pros and cons of signing the letter

PASSED - UNANIMOUSLY

VIII. ACTION ITEMS – cont'd

B. Old Business

1. Discussion and possible action regarding a second reading of policy P 3160 Transfer of Funds between Budget Functions (Attachment #4)

MOTION: Thomas, Shulman: To approve as a second reading of policy P 3160 Transfer of Funds between Budget Functions

MOTIONS: Antipas, Shulman: To amend the main motion to change “monthly expenses”
PASSED – UNANIMOUSLY

VOTE ON MAIN MOTION AS AMENDED:
PASSED – UNANIMOUSLY

C. New Business

1. Discussion and possible action regarding a first reading of policy P 4115.3 Evaluation of Coaches (Attachment #5)

MOTION: Shulman, Ian: To approve policy P 4115.3 Evaluation of Coaches as a first reading
YES -Weitlauf, Washington, Ackerman, Johnson, Shulman, Thomas, White, Whitney
ABSTAINED – Antipas
PASSED

2. Discussion and possible action regarding recognition of National Teacher Day

MOTION: Whitney, Weitlauf: To recognize May 6, 2025 as National Teacher Day, and to direct the Superintendent of Schools to send a letter of appreciation to the teachers.
PASSED – UNANIMOUSLY

3. Discussion and possible action regarding recognition of National School Nurse Day

MOTION: Antipas, Ackerman: To recognize May 7, 2025 as National School Nurse Day, and to direct the Superintendent of School to send a letter of appreciation to the nurses.
PASSED – UNANIMOUSLY

IX. INFORMATION AND PROPOSALS

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

- Dr. Ackerman noted that she was wearing purple for Military Child Month

IX. INFORMATION AND PROPOSALS – cont'd

- Mr. Thomas noted:
 - In regard to the communications received from the Department of Education and the April 22 Board meeting about the legal obligations letter, he felt there was some information that was not received and encourages our attorney and administration to have fully informed packages to review in the future.
 - Acknowledgment of wearing purple in recognition of Military Child Month
 - Autism Awareness should be of concern to all in the future
- Mr. Antipas explained his comments during the April 22 Board meeting
- Dr. Whitney stated he received communication from a parent regarding reducing food waste in the cafeterias. FHS graduation is June 13; Grasso Tech is also the same day
- Mrs. Washington noted that she heard from a parent who gave a shout out to the staff of the Treehouse Program at GMS
- Mr. Thomas noted an ongoing investigation and Board's opportunity to review the report

X. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items for Board Attention

- As noted in the agenda
- Mr. Thomas noted that there will be an Ad Hoc Budget Procedure Committee meeting on May 20, 2025 at 6:30 p.m.
- Board Retreat on April 30, 2025 at 5:00 p.m. at the Nautilus Museum in the upstairs classroom
- RTM meeting on the budget on May 1, 2025 at 6:00 p.m.

B. Suggested Agenda Items - None

XI. ADJOURNMENT

MOTION: Ackerman, Whitney:

To adjourn at 9:46 p.m.
PASSED UNANIMOUSLY

A Year of Literacy Growth: From Phonics Foundation to Wit and Wisdom Implementation

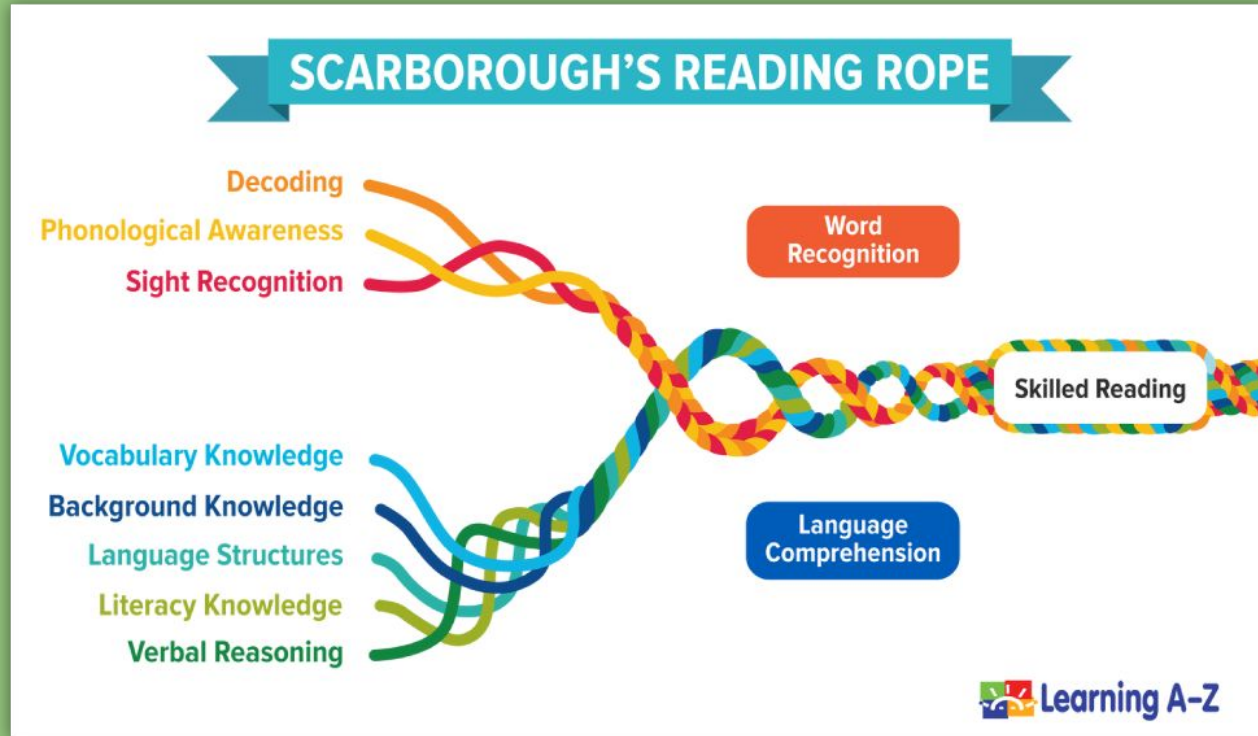
Celebrating Literacy Implementation and Growth in K-5

Sarah Beth Stonoha
April 28, 2025

Agenda

- Rationale: Why we started this work
- Implementation Milestones and Impact
- Curriculum Alignment and Integration
- Looking Ahead
- Celebrating Strengths & Student Impact

Why we started this work



Adoption of Wit and Wisdom Across all Elementary Schools

T1

SY 2024-2025

August- November

- Wit and Wisdom PD
 - Launch
 - Preparation Protocols
- Launched Module 0 & 1
- Analyzed BOY Data
- Held Reflection and Planning Meetings

T3

SY 2024-2025

April- June

- Launched Module 3
- EOY Data will be analyzed and used to track cohort trends
- Report Card Work
- K-2 ELA District Meetings
- 3-5 ELA District Meetings
- Communication and Connection

SY 2025-2026

Teachers

- Focused PLCs K-5- ongoing support for WW and UFLI
- Supports with Report Card Calibration and Digital Access updates
- Tracking Benchmark Data
- Differentiated supports for new teachers

Administrators & Literacy Specialists

- Monthly meetings
- Literacy How Opportunity so support our Leadership Team

T2

SY 2024-2025

December- March

- Launched Module 2
- Analyzed MOY Data & Adjusted Instruction
- Held Reflection and Planning Meetings
- Teacher Feedback (Celebrations & Challenges)
- Communication and Connection with Elementary Administrators

June- August 2025

- Finalize Report Card
- Streamline Digital Resources and Access
 - GPS Curriculum Page
 - Digital resources that align with the program
 - UFLI and Handwriting

SY 2026-2027

Teachers

- Continued refinement of writing instruction across K-5.
- Differentiated supports for new teachers
- Support continued streamlining of all ELA programs across buildings.

Administrators & Literacy Specialists

- Walkthrough calibration using common look-fors
- Reflecting on 3- year implementation data to drive strategic decisions
- Support vertical alignment conversations K-5 and possibly into the Middle School

Making it All Work Together

What We Teach

- Standards
- Heggerty
- UFLI
- Wit & Wisdom
- Geodes

What We Believe

- The Science of Reading
- Shifting the Balance
- Foundational Skills & Comprehension

Aligning
Research,
Standards,
Curriculum, &
Instruction

How We Teach It

- Instructional Practice
- Grade-level planning
- Report Card alignment
- Reflection at PLCs & district meetings
- Communication with administration through meetings and walkthroughs

Ongoing Reflection Loop:

- *Are we aligned?
- *Are students growing?
- *What needs to be adjusted?

Progress in Grade 5:

- Insightful interpretation of theme
- Thoughtful analysis of character development
- Purposeful, well-explained use of textual evidence
- Logical, well-organized writing structure

Module 2 Focusing Question Task 4

The Phantom Tollbooth is more than a story about a bored boy who finds a tollbooth in his house and goes through it, it's a story about taking a stand. Milo is now a kid who thinks life is interesting as a result of his journey to the Lands Beyond. I know this because on page 27, the book says, "'As you can see, that leaves almost no time for brooding, lagging, plodding, or procrastinating, and if we stopped to think or laugh, we'd never get nothing done.'

'You mean you'd never get anything done,' corrected Milo.

'We don't want to get anything done,' snapped another angrily; 'we want to get nothing done, and we can do that without your help.'

'You see,' continued another in a more conciliatory tone, 'it's really quite strenuous doing nothing all day, so once a week we take a holiday and go nowhere, which was just where we were going when you came along. Would you care to join us?'

'I might as well,' thought Milo; 'that's where I seem to be going anyway.'"

This evidence shows that when Milo was in the Doldrums, he did not take a stand. In fact, he was willing to join the Lethargarians, and he was thinking he might as well just stay. Milo took a stand later in the book on page 150, when the book says,

"'Now you see,' continued the writer, 'why you must help us attack the fortress and free sound.'

'What can I do?' wrote Milo.

'You must visit the Soundkeeper and bring from the fortress one sound, no matter how small, with which to load our cannon. For, if we can reach the walls with the slightest noise, they will collapse and free the rest. It won't be easy, for she is hard to deceive, but you must try.'

Milo thought for just a moment and then, with a resolute 'I shall,' volunteered to go."

This evidence shows that Milo took a stand (which he wouldn't've in the beginning), and he took a very tedious job. When Milo sees things he disapproves of, he takes stands now.

Date: 10/11/24

Number: #19

Their belief system is based on respect for other beings. No human or creature is superior or inferior to another. The Nimiipuu belief system honors the environment. "Their beliefs are based on respect for other beings. No being is better or worse to another. The people of Nez Perce perazed the environment." This shows that the Nimiipuu have a spiritual connection with their homeland.

Date: 3/18/25

Number: 19

Progress in Grade 5:

- Deeper text engagement and evidence use
- Clearer introduction and conclusion
- Organization

Module 2 Focusing Question Task 4

The Phantom Tollbooth is more of a story about Milo going on adventures than Milo learning lessons. Milo used to stay inside and do nothing but now he goes outside, runs around, and plays with kids. At the beginning of the story when Milo was at "Expectations" when Milo was on a road he did not know where he was going because The Whether Man said, "I don't know of any wrong road to Dictionopolis, so if this road goes to Dictionopolis at all it must be the right road to somewhere." (page 18) Milo just went on a road without knowing the challenges he would have to face ahead. Milo went on adventures to get to Rhyme and Reason for example he brought back sound in The Valley Of Sound just to get to The Castle In The Air. Milo will solve anything just to get to his destination. In conclusion the theme of The Phantom Tollbooth is adventure because page 20 to page 256 he is going on adventures and when he was going to The Castle In The Air he changed the colors of the sky, he brought back sound in The Valley Of Sound, he saw a kid floating, he started flying twice, he's seen demons, he saw a kid that was in $\frac{1}{2}$, he swam from an island to land, and he went to jail.

Progress in Grade 1

K- A student who began the year as a reluctant writer—often tearing up their writing papers—has made significant progress. Thanks to a teacher who consistently recognized their potential, the student recently completed the second task of Module 3 independently.

- [Module 1 Task](#)
- [Module 3 Task](#)

S-This student has received intervention support all year, but their teacher consistently praises their effort and determination. The first sample is the End-of-Module 2 task—a trading card—which shows how hard they worked on their illustration and labeling. The second is the first writing task from Module 3, completed independently using multiple sources about hurricanes. The student is very proud of their work—and rightfully so!

- [Module 2 EOM Task](#)

N-This sample shows growth from a Module 2 writing task, which involved finding and copying facts, to the second task of Module 3, where the student independently wrote a full narrative. The progress in confidence and independence is clear.

- [Module 2 Writing Task #5](#)
- [Module 3 Writing Task #2](#)

This is the work of a high-performing student. The writing from Module 1 to Module 2 demonstrates not only strong skills, but also creativity and depth well beyond grade-level expectations. It's exciting to see what students can achieve when they are fully engaged.

- [Module 1 Task](#)
- [Module 2 Task](#)

Student and Teacher Impact

What are the top benefits that you are seeing with the implementation of Wit and Wisdom?

Improved Oral Comprehension & Student Discourse

- From Kindergarten through Grade 5, teachers report:
 - Stronger oral comprehension (K–2 especially)
 - Increased student participation in discussions (Grades 2–5)
 - Rich, engaging conversations around text-based content
- This shows the curriculum is building deep thinking and communication skills across the years.

Robust Vocabulary Development

- Every grade level mentions growth in vocabulary as a key strength.
- This aligns with the curriculum's consistent use of rich, content-based texts and structured language routines.
- Strong vocabulary is also fueling improvements in both comprehension and writing.

Writing Growth through Structure and Stamina

- Students are improving in writing skills, especially in:
 - Sentence structure and punctuation (Grade 1)
 - Organization and stamina (Grades 2–5)
 - Using scaffolds to tackle increasingly complex writing tasks (Grade 5)



Finance Report

Groton Public Schools

As of 04/28/25

Fiscal Year (FY) 2025 Budget to Actual Highlights:

As of 4.28.2025, the FY2025 Year to Date (YTD) Expended Budget is a total of \$87,443,200 including actual expenditures in the amount of \$65,015,668 and encumbrances in the amount of \$22,427,531. As of Friday April 25, we have approximately \$515,283 to finish the year. We are constantly reviewing all encumbrances and obligations for any savings or reductions. As a reminder, all items highlighted in yellow are manually encumbered items and are reviewed on a weekly basis for accuracy.

Groton Public Schools Fiscal Year 2025 General Fund Summary as of 4.25.25					
Category Name	2025 Budget	2025 YTD Expenses as of 04.25.2025	2025 YTD Encumbrances as of 04.25.2025	2025 Available Budget as of 04.25.2025	% Available
Salaries	\$53,994,462.00	\$37,985,334.00	\$14,593,006.00	\$1,416,120.88	2.62%
Benefits	\$13,413,020.00	\$10,551,782.00	\$2,636,362.00	\$224,876.00	1.68%
Purchased Services	\$2,372,326.00	\$1,910,648.00	\$904,095.00	-\$442,417.00	-18.65%
Property Services	\$906,174.00	\$1,030,357.00	\$260,054.00	-\$384,237.00	-42.40%
Trans, Ins, Comm, Tuition	\$12,806,411.00	\$9,436,924.01	\$3,402,722.00	-\$33,235.01	-0.26%
Supplies	\$4,308,032.00	\$3,978,399.33	\$630,199.00	-\$300,566.33	-6.98%
Equipment	\$74,050.00	\$35,928.00	\$0.00	\$38,122.00	51.48%
Dues & Fees	\$84,009.00	\$86,296.00	\$1,092.00	-\$3,379.00	-4.02%
Grand Total	\$87,958,484.00	\$65,015,668.34	\$22,427,530.00	\$515,284.54	0.59%

Highlighted :

- Electricity – I have performed an extensive analysis of the electricity usage and invoices.
 - As part of the expenditures, we have unbudgeted items that have been included:
 - The Energy efficiency loan, CCM Services and CFEIA Holdings are not part of the utility budget **\$227,773**. In addition, the delivery line charges almost doubled the supply charge this year totaling another **\$187,500**. All together these factors have added an additional cost of **\$415,345**
 - See March Utility report
- Natural Gas – Is over budget by \$69000 bud should fall back in line with the new contract in mid FY 26.
- Repair & Replacement Equipment – We may experience increases due to deferred Capital Improvement Program funding for vehicle replacements
- Transportation – Rising costs associated with Special Education Out of District Transportation, we are running a deficit of \$33,235
- Regular transportation is running over budget by \$254,224
- Computer Network Services, FY25 Budget \$99,378; YTD Actual Expenditures and Encumbrances \$200,574; increase in General Fund Expense due to loss of grant funding in FY25.
- Special Ed services outplacement budgeted at \$547,599 and actual expenditures with encumbrances are at \$1,047,881.
- Rentals are over budget by \$166,613
- As a note, the items highlighted in yellow on the expenditure detail report have manually updated encumbrances.

Respectfully submitted,

Raymond Engle

Interim Director of Finance

Utility through March 2025.

Groton Public Schools															
Electricity Costs															
Calendar Year 2025															
								March 2025							
Eversource	Direct Energy Business LLC	51551159072	0	Central Office (Trailer 3)	31	2,835	-	28	1,498	-	1,498	\$ -	\$ 536.77	\$ 536.77	
Eversource	Direct Energy Business LLC	51195649058	0	Central Office (Trailer 2)	31	29		28	2,159	-	2,159	\$ 283.04	\$ 649.62	\$ 932.66	
Eversource	Direct Energy Business LLC	51392849089	0	Central Office (Trailer 1)	31	3,556		28	1,886	-	1,886	\$ 247.25	\$ 797.56	\$ 1,044.81	
Eversource	Constellation NewEnergy C&I	51948634027	44	Northeast Academy	32	12,300	27,900	28	11,700	24,900	36,600	\$ -	\$ 5,844.69	\$ 5,844.69	
Eversource	Constellation NewEnergy C&I	51965834005	44	Northeast Academy (Fire Pump)	32	40	-	28	-	-	-	\$ -	\$ 44.00	\$ 44.00	
Eversource	Constellation NewEnergy C&I	51804692010	11	Fitch High School	32	20,736	57,984	28	18,432	49,920	68,352	\$ -	\$ 8,991.40	\$ 8,991.40	
Eversource	Constellation NewEnergy C&I	51980734099	11	Fitch High School	32	11,520	28,800	28	10,800	27,360	38,160	\$ -	\$ 6,609.61	\$ 6,609.61	
Eversource	Constellation NewEnergy C&I	51978834000	11	Fitch High School (FH Pump)	32	10	-	28	20	-	20	\$ -	\$ 45.28	\$ 45.28	
M-Core	LED Financing (FHS 51804692010)		11	Fitch High School (LED Annuity)	31							\$13,061.31		\$13,061.31	
Groton Utilities	N/A	43972-01	32	Thames River Elementary	31	57,440	-	29	59,040	-	59,040	\$10,240.00	\$ -	\$10,240.00	
Groton Utilities	N/A	44055-01	32	Thames River Elementary	31	20	-	29	20	-	20	\$ 58.27	\$ -	\$ 58.27	
Groton Utilities	N/A	27741-01	37	Charles Barnum Elementary	31	16,860	-	28	16,560	-	16,560	\$ 3,293.00	\$ -	\$ 3,293.00	
Groton Utilities	N/A	27740-01	37	Charles Barnum Elementary	31	9,042	-	28	8,393	-	8,393	\$ 1,497.00	\$ -	\$ 1,497.00	
Groton Utilities	N/A	27956-01	35	Mary Morrisson Elementary	31	2,776	-	28	1,920	-	1,920	\$ 407.12	\$ -	\$ 407.12	
Groton Utilities	N/A	13230-01	35	Mary Morrisson Elementary	31	8,800	-	28	7,600	-	7,600	\$ 1,514.29	\$ -	\$ 1,514.29	
Groton Utilities	N/A	27626-03	39	Pleasant Valley Elementary	31	4,612	-	28	5,016	-	5,016	\$ 1,007.44	\$ -	\$ 1,007.44	
Groton Utilities	N/A	27628-01	39	Pleasant Valley Elementary	31	26	-	29	22	-	22	\$ 54.99	\$ -	\$ 54.99	
Groton Utilities	N/A	16156-01	39	Pleasant Valley Elementary	31	39	-	28	36	-	36	\$ 56.45	\$ -	\$ 56.45	
Groton Utilities	N/A	44090-00	24	Groton Middle School	31	147	-	29	123	-	123	\$ 65.53		\$ 65.53	
Groton Utilities	N/A	42448-00	44	Northeast Academy	-	-		365	-	-	-	\$ 2,970.00		\$ 2,970.00	
Groton Utilities	N/A	42309-00	43	Catherine Kolnaski Elementary	31	34,400	-	28	31,200	-	31,200	\$ 6,211.96	\$ -	\$ 6,211.96	
Groton Utilities	N/A	42417-00	43	Catherine Kolnaski Elementary	31	25	-	28	23		23	\$ 55.09		\$ 55.09	
Eversource					31	114,287	228,603	28	85,979	158,377	244,356	\$15,481.40	\$46,796.78	\$62,278.18	
Groton Utilities					29	134,187	-	54	129,953	-	129,953	\$27,431.14	\$ -	\$27,431.14	
Total						248,474	228,603		215,932	158,377	374,309	\$42,912.54	\$46,796.78	\$89,709.32	
												Monthly Average Cost/KWH		\$ 0.240	

P 3160

Business/Non-Instructional Operations**Transfer of Funds between Budget Functions**

The Board of Education (Board) looks to the Central Office Administration to inform it of potential line-item over-expenditures in each school year budget. The Superintendent, with Board approval, may transfer any unexpended or uncontracted portion of any appropriation for school purposes to any other item of such itemized estimate. All transfers of funds between budget accounts shall be recommended by the Superintendent for Board approval. The Board will receive a written explanation of non-emergency transfers performed by the Superintendent or designee for the previous month in the Monthly Budget and Expense Report.

The Superintendent shall provide notification of any transfer made under emergency circumstances to the Board Chair or designee within one week of the incident. An emergency is defined as an urgent, sudden, and serious event or an unforeseen change in circumstances that necessitates immediate action to remedy harm or avert imminent danger to life, health, or property.

Legal Reference: Connecticut General Statutes

10-222 Appropriations and budget. Financial information system. (as amended by P.A. 13-60, An Act Concerning The Consolidation of Non-educational Services)

10-241 ~~22~~

~~P.A. 98-141~~

~~The Board of Education may, by formal resolution from time to time, transfer budgeted appropriations between the following budget functions as part of a financial plan submitted by the Superintendent:~~

~~A. Regular Instruction~~	~~1100 & 1500~~
~~B. Special Instructions~~	~~1200~~
~~C. Continuing Education~~	~~1300~~
~~D. Other Instructional Programs~~	~~1400~~
~~E. Support Services for Pupils~~	~~2100~~
~~F. Support Services for Instructional Staff~~	~~2200~~
~~G. General Support Services~~	~~2300 & 2400~~
~~H. Operational Services~~	~~2500~~
~~I. Civic Activities~~	~~3300~~
~~J. Nonpublic School Pupils~~	~~3700~~
~~K. Expenditures to Other Schools~~	~~4100~~

~~The Board of Education shall have the sole authority to approve such transfers, and no transfer between functions shall be made without prior authorization by formal written resolution of the Board of Education, except as noted below. Such transfers must be voted upon by the Board before the end of the current fiscal year.~~

~~The Superintendent of Schools may, in his/her discretion, transfer budget appropriations within such functions without a formal Board resolution and may make transfers between functions under emergency circumstances, or if the urgent need for such transfer(s) prevents the Board from meeting in a timely fashion to consider such transfer(s). The Superintendent of Schools shall provide written notification to the Board of Education concerning all such transfers of funds made across objects of expenditure between functions at the next regular Board meeting, and he/she shall notify the Board of Education concerning all such transfers within functions at the end of the fiscal year.~~

Policy adopted: October 9, 1990
Revised: April 12, 1999
Revised: October 12, 2004

GROTON PUBLIC SCHOOLS
Groton, Connecticut

P 4115.3**Personnel - Certified****Evaluation****Athletic Coaches**

There shall be an annual evaluation of all athletic coaches, to be conducted by the Athletic Director or the athletic coach's immediate supervisor. Each athletic coach shall receive a written copy of the evaluation.

The purposes of evaluation are:

1. To provide a systematic process whereby athletic coaches may increase the effectiveness of their services to the athletic program utilizing the available professional resources.
2. To provide an opportunity for athletic coaches to analyze their strengths and weaknesses, and to discuss objectively the contributions they have made to the athletic program.
3. To provide an opportunity for the administrative staff to analyze the strengths and weaknesses of individual athletic coaches, and to utilize this knowledge to develop supervisory service to assist individuals in developing their competence.
4. To provide an effective means by which administrators may make recommendations concerning the continued employment of personnel, the granting of increments, and/or other recommendations.

The responsibility of all administrators, athletic coaches and other professional staff members is to recognize that Groton Public Schools intend to seek and maintain the best qualified staff to provide quality athletic coaching for student athletes. In keeping with this goal, all personnel are expected to participate fully in the evaluation process.

An integral part of this process is self- evaluation. The self and administrative evaluations include: knowledge of sports area, athletic coaching skills and techniques, attitudes, behavior patterns, values and ethics.

Any athletic coach who has held the same coaching position for three or more years, whom the District terminates or non-renews the contract shall be informed of the decision within ninety (90) days of the completion of the sport season covered by the contract. The athletic coach may request a written statement from the District specifying the reason(s) for its action. The statement shall be provided within thirty (30) days of the request. The decision to terminate or non-renew the athletic coach's contract may be appealed by the coach in a manner prescribed by the District.

The District may terminate the contract of any athletic coach at any time for reasons of moral misconduct, insubordination, violation of Board of Education policies, or because a sport has been cancelled by the District.

Evaluation – cont.

Legal Reference: Connecticut General Statutes

10-149 Qualifications for coaches of intramural and interscholastic athletic coaches (as amended by P.A. 13-41)

10-151b Evaluation by superintendent of certain educational personnel

10-220a In-service training

10-222e Policy on evaluation and termination of athletic coaches (as amended by P.A. 13-41)

P.A. 13-41 An Act Concerning Hiring Standards for Athletic Directors

P.A. 02-243 An Act Concerning Notification in Cases of Termination of Coaches

Policy adopted:

GROTON PUBLIC SCHOOLS
Groton, Connecticut