

SPECIAL MEETING

GRISWOLD BOARD OF EDUCATION

Griswold Middle School Cafeteria

211 Slater Avenue

Griswold, Connecticut 06351

THURSDAY,

September 11th, 2025

6:30 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. Special Meeting - August 21, 2025
 - B. Special Meeting - August 30th, 2025 @ 9 AM
 - C. Special Meeting - August 30th, 2025 @ 9:45 AM
4. Communications
 - A. August 30th, 2025, Letter to the Town Clerk on Appointment of New Board of Education Member
 - B. August 27th, 2025, Annual Policy Notifications Update
5. Awards/Recognitions
 - A. Recognizing BethAnn Gervais, GHS English Teacher, as a Distinguished Retiree from the Griswold Public Schools
 - B. Recognizing Peggy Henry, GES Paraeducator, as a Distinguished Retiree from the Griswold Public Schools
 - C. Recognizing GHS Science Teacher, Nancy Coolidge, as GPS Teacher of the Year 2026
 - D. Recognizing GMS Paraeducator, Oona Cutrone, as GPS Paraeducator of the Year 2025/2026
6. Student Representative Reports
 - A. GMS Student Representatives: Delilah Munoz & Olivia Henson
 - B. GHS Student Representatives: Judy Lanphear & Avery Brown
7. New Business
 - A. Review, Discussion, and Possible Action to Approve the GHS Music Trip to New York City from March 12, 2026 - March 14, 2026
 - B. Review, Discussion, and Possible Action to Approve the CT SPDG Grant in the Amount of \$86,000 with the Stated Purpose of Focusing on Improving Mathematics Performance of Students with Disabilities at Griswold Elementary School
 - C. Review, Discussion, and Possible Action to Approve the ISTE + ASCD Grant in the Amount of \$7,500 for Digital Innovation and Wellbeing for the Stated Purpose to Develop a Comprehensive Action Plans for Healthy Digital Cultures
 - D. Review, Discussion, and Possible Action to Approve the Proposed Standing Subcommittee Meeting Dates of the Griswold Board of Education
 - E. Review and Discussion on Revised Existing Policy 6146—Instruction—Graduation Requirements, First Reading

- F. Review and Discussion on New Policy 1312.3/6161.12—Community Relations/Instruction—Library Material Review and Reconsideration Policy, First Reading
 - G. Review and Discussion on New Policy 1312.4/6161.13—Community Relations/Instruction—Library Collection Development and Maintenance Policy, First Reading
 - H. Review and Discussion on New Policy 1312.5/6161.14—Community Relations/Instruction—Library Display and Program Policy, First Reading
 - I. Review and Discussion on New Policy 3542.22—Business/Non-Instructional Operations—Food Service—Food Service Personnel - Code of Conduct Policy, First Reading
 - J. Review and Discussion on New Policy 4117.3—Personnel Certified—Reduction in Teaching Staff Policy, First Reading
 - K. Review and Discussion on New Policy 5118.2—Students—Educational Opportunities for Military Children Policy, First Reading
 - L. Review and Discussion on New Policy 6161.3—Instruction-- Comparability of Services for Title I Schools Policy, First Reading
8. Administrators' Reports
- A. Review of 2025/2026 Yearly Goals
 - 1. District - Sean McKenna
 - 2. GES - Joseph Bordeau, Jacqueline Love
 - 3. GMS - Louis Zubek, Steven Bourque
 - 4. GHS - Erin Palonen, Art Howe
 - B. Assistant Superintendent's Report--Glenn LaBossiere, Assistant Superintendent
 - 1. Review of New Staff
 - 2. Climate Survey Results - Glenn LaBossiere
 - 3. TLI Semi-Annual Report - Glenn LaBossiere, Patricia Feeney, Jessica Gillespie
9. Superintendent's Report
- A. Vacancies/Appointments/Resignations
 - B. Timely Updates
 - 1. Capital Committee Projects
 - 2. Potential Ad Hoc Committee
 - 3. BOE Packets
10. Committee/Board Reports
- A. Policy Subcommittee Update - Yvonne Palasky
 - B. Negotiations Subcommittee Update--Mary Beth Malin
11. Adjournment

*The Board may go into executive session on these items per Connecticut State Statute § 1-200 (6).

Board of Education Meeting Notes
SPECIAL MEETING
LIVE: GRISWOLD MIDDLE SCHOOL Cafeteria
Thursday, September 11th, 2025
6:30 PM Start Time
GOALS FOR THE 2025-2026 SCHOOL YEAR

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

All meeting minutes are included. In the event that minutes warrant changes, please motion to approve the minutes as amended/discussed.

A. Special Meeting - August 21, 2025

B. Special Meeting - August 30th, 2025 @ 9 AM

C. Special Meeting - August 30th, 2025 @ 9:45 AM

4. Communications

All communications are included. The Annual Policy Notifications document was emailed to the district (families, faculty and staff) on August 27th, 2025. The communication was also posted to the policy website.

A. August 30th, 2025, Letter to the Town Clerk on Appointment of New Board of Education Member

B. August 27th, 2025, Annual Policy Notifications Update

5. Awards/Recognitions

A. Recognizing BethAnn Gervais, GHS English Teacher, as a Distinguished Retiree from the Griswold Public Schools - Ms. Gervais is unable to attend. Nonetheless, we will be honoring her service to the district.

B. Recognizing Peggy Henry, GES Paraeducator, as a Distinguished Retiree from the Griswold Public Schools

C. Recognizing GHS Science Teacher, Nancy Coolidge, as GPS Teacher of the Year 2026

D. Recognizing GMS Paraeducator, Oona Cutrone, as GPS Paraeducator of the Year 2025/2026

6. Student Representative Reports

Student representative reports take place at the first meeting of the month. The GES student representatives will join us for our October meeting.

A. GMS Student Representatives: Delilah Munoz & Olivia Henson

B. GHS Student Representatives: Judy Lanphear & Avery Brown

*Note: It is anticipated that Mrs. Malin will call for a 5-10 minute recess.

7. New Business

- A. Review, Discussion, and Possible Action to Approve the GHS Music Trip to New York City from March 12, 2026 - March 14, 2026 - All materials related to the field trip proposal are included. Members of the GHS music department will be present to answer any questions.
- B. Review, Discussion, and Possible Action to Approve the CT SPDG Grant in the Amount of \$86,000 with the Stated Purpose of Focusing on Improving Mathematics Performance of Students with Disabilities at Griswold Elementary School - Please see enclosed MEMO.
- C. Review, Discussion, and Possible Action to Approve the ISTE + ASCD Grant in the Amount of \$7,500 for Digital Innovation and Wellbeing for the Stated Purpose to Develop a Comprehensive Action Plans for Healthy Digital Cultures - Please see enclosed MEMO.
- D. Review, Discussion, and Possible Action to Approve the Proposed Standing Subcommittee Meeting Dates of the Griswold Board of Education - Please see enclosed list of dates. These dates are for regularly scheduled meetings. Special meetings may need to be scheduled in addition to the regular meetings.
- E. Review and Discussion on Revised Existing Policy 6146—Instruction—Graduation Requirements, First Reading
Agenda items E - L: All of these policies, with the exception of 1 policy to be revised, are new policies. These policies are being brought forward for a first read. The policies were reviewed by the policy subcommittee recently.
- F. Review and Discussion on New Policy 1312.3/6161.12—Community Relations/Instruction—Library Material Review and Reconsideration Policy, First Reading
- G. Review and Discussion on New Policy 1312.4/6161.13—Community Relations/Instruction—Library Collection Development and Maintenance Policy, First Reading
- H. Review and Discussion on New Policy 1312.5/6161.14—Community Relations/Instruction—Library Display and Program Policy, First Reading
- I. Review and Discussion on New Policy 3542.22—Business/Non-Instructional Operations—Food Service—Food Service Personnel - Code of Conduct Policy, First Reading
- J. Review and Discussion on New Policy 4117.3—Personnel Certified—Reduction in Teaching Staff Policy, First Reading
- K. Review and Discussion on New Policy 5118.2—Students—Educational Opportunities for Military Children Policy, First Reading
- L. Review and Discussion on New Policy 6161.3—Instruction-- Comparability of Services for Title I Schools Policy, First Reading

8. Administrators' Reports

This presentation will include a review of the building goals, which are all aligned to the district goals.

- A. Review of 2025/2026 Yearly Goals
 - 1. District - Sean McKenna
 - 2. GES - Joseph Bordeau, Jacqueline Love
 - 3. GMS - Louis Zubek, Steven Bourque
 - 4. GHS - Erin Palonen, Art Howe
 - B. Assistant Superintendent's Report--Glenn LaBossiere, Assistant Superintendent

Reports are enclosed. The new staff and faculty will include a video.

 - 1. Review of New Staff
 - 2. Climate Survey Results - Glenn LaBossiere
 - 3. TLI Semi-Annual Report - Glenn LaBossiere, Patricia Feeney, Jessica Gillespie
9. Superintendent's Report

Both reports are enclosed.

 - A. Vacancies/Appointments/Resignations
 - B. Timely Updates
 - 1. Capital Committee Projects
 - 2. Potential Ad Hoc Committee
 - 3. BOE Packets
10. Committee/Board Reports

Committee chairs will provide updates of subcommittee work.

 - A. Policy Subcommittee Update - Yvonne Palasky
 - B. Negotiations Subcommittee Update--Mary Beth Malin
11. Adjournment

*The Board may go into executive session on these items per Connecticut State Statute § 1-200 (6).



BOE Meeting Norms

Norm	By . . .
<i>We adhere to clear meeting guidelines</i>	● 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>	● Participating and sharing our thoughts ● Asking questions and seeking clarity ● Using all available information to make informed decisions
<i>We celebrate successes</i>	● Sharing celebrations at each meeting ● Highlighting student successes
<i>We respect each other</i>	● Hearing all voices ● Sharing different views ● Maintaining positive relationships despite differing opinions ● Being courteous

**SPECIAL MEETING
GRISWOLD BOARD OF EDUCATION**

**THURSDAY,
August 21st, 2025**

DRAFT

1. Call to Order – A special meeting of the Griswold Board of Education was held on Thursday, August 21st, 2025, in the Griswold Middle School Library Media Center, located on the second floor, 211 Slater Avenue, Griswold, CT. The meeting was called to order at 5:00 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; Stuart Norman, Jr. (arrived at 5:08 PM); Cathy Waselik, and Donald Desrochers, Griswold BOE Members.

ALSO PRESENT

Sean McKenna, GPS Superintendent of Schools; and Glenn LaBossiere, GPS Assistant Superintendent of Schools.

ABSENT

Christopher Champlin, GPS Director of Student Services; Stephen Cravinho, GPS Campus Wide Activities & Athletic Director; Erin Palonen, GHS Principal; Arthur Howe, GHS Associate Principal; Louis Zubek, GMS Principal; Steven Bourque, GMS Assistant Principal; Joseph Bordeau, GES 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 – July 3rd, 2025

MOTION

By Jaimee O'Neill-Eaton
Seconded by Cathy Waselik
To approve the special meeting minutes of July 3rd, 2025, as presented.
Ayes – Mary Beth Malin, Jaimee O'Neill-Eaton, Cathy Waselik and Donald Desrochers.
Nays –
Abstain – Yvonne Palasky
Motion carried.

- B. Regular Meeting – August 6th, 2025

MOTION

By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To approve the regular meeting minutes of August 6th, 2025, as presented.

Ayes – Yvonne Palasky, Jaimee O’Neill-Eaton, Cathy Waselik and Donald Desrochers.

Nays –

Abstain – Mary Beth Malin

Motion unanimously carried.

4. Communications

- A. Summer 2025, Thank You Note to Griswold Board of Education from Retiree, Deb Birk – The Board received a thank you note from recent retiree, Deb Birk, GES Paraeducator.
- B. August 4, 2025, Letter from Jennifer Norman - The Board received a resignation letter from Jennifer Norman as a Griswold Board of Education member, effective August 4th, 2025.

5. New Business

- A. *Review, Discussion, and Possible Action to Ratify the Contract Between the Griswold Board of Education and the Griswold Secretaries, Municipal Employees Union Independent, Inc., Local 506, SEUI, for Period July 1, 2025 to June 30, 2028 – This item was referred to executive session at the end of the meeting for discussion and possible action.
- B. Review, Discussion, and Possible Action to Appoint a New Member to the Griswold Board of Education – This item was tabled for the evening.
- C. Review, Discussion, and Possible Action to Approve the Griswold Public Schools Mathematics Curriculum, Grades K-12

MOTION

By Yvonne Palasky

Seconded by Jaimee O’Neill-Eaton

To approve the Griswold Public Schools Mathematics Curriculum, Grades K-12.

Motion unanimously carried.

- D. Review, Discussion, and Possible Action to Approve the District Goals/BOE Goals for the 2025-2026 School Year

MOTION

By Jaimee O’Neill-Eaton

Seconded by Cathy Waselik

To approve the District Goals/BOE Goals for the 2025-2026 school year.

Motion unanimously carried.

- E. Review, Discussion, and Possible Action to approve the BOE Meeting Matrix for the 2025/2026 School Year

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To table the approval of the BOE Meeting Matrix for the 2025/2026 school year.

Motion unanimously carried.

- F. Review, Discussion, and Possible Action to Approve the Proposed Regular BOE Meeting Schedule for the 2025/2026 School Year

MOTION

By Jaimee O'Neill-Eaton

Seconded by Cathy Waselik

To approve the proposed regular BOE meeting schedule for the 2025/2026 school year.

Motion unanimously carried.

6. Administrators' Reports

- A. Final Fourth Quarter Report on Fiscal Year, 2025--Erik Christensen, Interim Director of Fiscal and Personnel Services – Erik Christensen, Interim Director of Fiscal & Personnel Services, provided a final update to the Board on the close out of the 2024/2025 school year.

- B. Assistant Superintendent's Report--Glenn LaBossiere, Assistant Superintendent

1. Professional Learning Day Plan, August 25th -27th, 2025 – Glenn LaBossiere, GPS Assistant Superintendent of Schools, provided an update to the Board on the upcoming professional development days scheduled for August 25th – 27th, 2025.

7. Superintendent's Report

- A. Timely updates

1. Grant Applications for Approval
2. Back to School Page
3. Convocation
4. CABA/CAPSS Convention
5. The Book - *This Disengaged Teen* for BOE Members

The Superintendent provided an update to the Board on the timely updates listed above.

- B. Review, Discussion, and Possible Action on Salary Range for the Director of Fiscal and Personnel Services* - This item was referred to executive session towards the end of the meeting for discussion and possible action.

- C. Vacancies/Appointments/Resignations/Retirements – The Board received a list of vacancies, appointments, resignations and retirements.

8. Committee/Board Reports

- A. Negotiations Subcommittee Update—Mary Beth Malin – The Board received an update from Mary Beth Malin, who chairs the Negotiations subcommittee, on the recent work of the committee.

MOTION

By Yvonne Palask

Seconded by Cathy Waselik

To enter into executive session at 5:17 PM for the purpose of discussion of item 5A and 7B, inviting Superintendent Sean McKenna into executive session.

Motion unanimously carried.

The Board came out of executive session at 5:47 PM.

5A. MOTION

By Yvonne Palasky

Seconded by Cathy Waselik

To ratify the contract between the Griswold Board of Education and the Griswold Secretaries, Municipal Employees Union Independent, Inc., Local 506, SEUI, for Period July 1, 2025 to June 30, 2028.

Motion unanimously carried.

7B. MOTION

By Jaimee O'Neill-Eaton

Seconded by Cathy Waselik

To approve the salary range for the Director of Fiscal & Personnel Services as discussed and authorize the Superintendent to appoint the Director of Fiscal & Personnel Services.

Motion unanimously carried.

13. Adjournment

MOTION

By Yvonne Palasky

Seconded by Cathy Waselik

To adjourn the special Board of Education meeting at 5:49 PM.

Motion unanimously carried.

PLEASE NOTE THAT THE THERE WAS A TAPE MALFUNTION WITH THE TAPE RECORDER FOR THE FIRST PART OF THE MEETING AND DID NOT GET RECORDED.

Minutes recorded by: Robin Drobiak and Sean McKenna

**SPECIAL MEETING
GRISWOLD BOARD OF EDUCATION**

**SATURDAY,
August 30th, 2025**

DRAFT

1. A special meeting of the Griswold Board of Education was held on Saturday, August 30th, 2025, in the Griswold Middle School, Office of the Superintendent, located on the first floor, 211 Slater Avenue, Griswold, CT. The meeting was called to order at 9:00 AM 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; Stuart Norman, Jr., Cathy Waselik, and Donald Desrochers, Griswold BOE Members.

ALSO PRESENT

Sean McKenna, GPS Superintendent of Schools.

ABSENT

2. Interviews of Candidates for the Griswold Board of Education – The Board motioned to move into executive session for the purpose of interviewing two candidates for the vacancy on the Griswold Board of Education, inviting Superintendent Sean McKenna into executive session.

The Board came out of executive session at 9:38 AM.

MOTION

By Stuart Norman, Jr.
Seconded by Cathy Waselik
To appoint Terry Cholewa to the fill the vacancy on the Griswold Board of Education.
Motion unanimously carried.

3. Adjournment

MOTION

By Yvonne Palasky
Seconded by Cathy Waselik
To adjourn the special Board of Education meeting at 9:38 AM.
Motion unanimously carried.

Minutes recorded by: Robin Drobiak/Sean McKenna

**SPECIAL MEETING
GRISWOLD BOARD OF EDUCATION**

**SATURDAY,
August 30th, 2025**

DRAFT

1. A special meeting of the Griswold Board of Education was held on Saturday, August 30th, 2025, in the Griswold Middle School, Office of the Superintendent, located on the 1st floor, 211 Slater Avenue, Griswold, Connecticut. The meeting was called to order at 9:52 AM by Mary Beth Malin, Chair of the Griswold Board of Education.

PRESENT

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

ALSO PRESENT

Mr. Sean P. McKenna, GPS Superintendent of Schools; Mr. Daniel Murphy, GPS Board Attorney; Student #20270170 and Parent of Student #20270170.

ABSENT

Stuart Norman, Jr., Griswold BOE Member.

MOTION

By Jaimee O'Neill-Eaton

Seconded by Yvonne Palasky

That the Board enter Executive Session @ 9:53 AM to discuss a matter that would result in the disclosure of public records or the information contained therein as described in Connecticut General Statutes Sections 1-210(b)(2), (11) and (17). Further, that the Board invite the following individuals to attend the executive session:

1. Sean McKenna, GPS Superintendent of Schools.
2. Daniel Murphy, Counsel for the Griswold Board of Education.
3. Mr. Joseph Bordeau, Principal, Griswold Elementary School.
4. Student #20270170 and parent.

Motion unanimously carried.

The Board came out of executive session at 10:10 AM and the following action was taken:

MOTION

By Jaimee O'Neill-Eaton

Seconded by Yvonne Palasky

That pursuant to CGS Section 10-233d, the Griswold Board of Education shall adopt the expulsion decision of the Norwich Free Academy in its entirety and expel the student discussed in executive session from attendance at Griswold High School and from the presence on school grounds and school sponsored activities for the period from August 30, 2025, until November 17, 2025.

Further, the Board directs the administration to offer the student an alternative educational opportunity pursuant to Connecticut General Statutes Section 10-233d(d) for the period of this expulsion for any period of actual exclusion.

**SPECIAL MEETING
GRISWOLD BOARD OF EDUCATION**

**SATURDAY,
August 30th, 2025**

The Board also directs the administration, pursuant to Connecticut General Statutes Section 10-233d(f), to record this expulsion on the student's cumulative educational record, to be expunged from such record if the student graduates from Griswold High School.

Finally, the Board authorizes Mary Beth Malin and Attorney Dan Murphy to communicate in writing the Board's decision and the reasons therefor, consistent with the Board's executive session discussion, to the student and his/her parents.

Motion unanimously carried.

MOTION

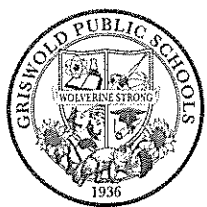
By Yvonne Palasky

Seconded by Cathy Waselik

To adjourn the special meeting at 10:11 AM.

Motion unanimously carried.

Minutes recorded by: Sean McKenna/ Robin Drobiak



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

Glenn LaBossierie, Assistant Superintendent of Schools

Erik Christensen, Interim Director of Fiscal & Personnel Services

Christopher Champlin, Director of Student Services

August 30th, 2025

RE: Appointment of Terry Cholewa to the Griswold Board of Education

Dear Griswold Town Clerk:

This letter serves to inform you that at the Griswold Board (Board) of Education special meeting today, the Board appointed Ms. Terry Cholewa to the vacant seat on the Board per Griswold Board of Education bylaw 922I. Ms. Cholewa is a resident of the Town of Griswold; she and her family live at 113 Latham Drive in Griswold, CT.

At her earliest convenience, Ms. Cholewa will report to the Griswold Town Hall to complete any formal requirements necessary to serve on the Griswold Board of Education. Should you have any follow-up questions, please do not hesitate to contact my office.

I would like to take this opportunity to formally congratulate Ms. Terry Cholewa and to welcome her to the Board of Education/Superintendent Leadership Team where we focus on moving Griswold *forward*.

Respectfully,

Sean P. McKenna
Superintendent of Schools

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



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Sean P. McKenna, Superintendent of Schools

Glenn LaBossiere, Assistant Superintendent of Schools

Erik Christensen, Interim Director of Fiscal & Personnel Services

Christopher Champlin, Director of Student Services

August 27, 2025

RE: Annual Policy Notifications

Dear Griswold Public Schools Community:

This document serves as our annual notification of **all of the policies of the Griswold Board of Education**. The Griswold Board of Education has adopted a comprehensive set of policies to govern the efficient, effective, legal, and ethical operations of the Griswold Public Schools. Our Board of Education Policy Subcommittee continues to review and revise policies on a regular basis in a good faith effort to address changes in legislation. When the Griswold BOE Policy Subcommittee makes any changes to existing policies or proposes a new policy, please know that any policy revisions or new policy proposals must be reviewed and voted on by the full Griswold Board of Education.

The Griswold Board of Education policies can be found at the following website:

<http://z2policy.cabe.org/cabe/Z2Browser2.html?showset=griswold>. It is important to know that we update this electronic resource with any policy revisions or new policies. In the event that you are unable to access our policies via the Internet, please contact our offices so that we can provide you with copies.

There are many federal and state laws that require annual notification of Board of Education policies at the beginning of the school year. School districts are encouraged to use multiple modes regarding policy information awareness. Our district and school web sites certainly provide access to the Griswold Board of Education policies, and our student handbooks are another means of access to Griswold Board of Education policies.

Listed, on the next few pages, are the required due-process annual policy notifications. We have listed the policies by series, name and number so that you can access these policies easily:

Mission – Goals – Objectives Series

0000

0200 Goals for the Griswold Public Schools

0521 Nondiscrimination

Community Relations Series

1000

1110.1 Communication with the Public

1140 Distribution of Materials by Student

1250	Visits to Schools
1314	Fundraising and Solicitation
1331	Smoking in School Facilities

Business & Non-Instructional Operations Series

3000

3231	Medical Reimbursement for Special Education
3434	Periodic Audits
3516	Safety
3516.12	Asbestos Control
3517	Security of Buildings and Grounds
3520.1	Information Security Breach and Notification
3520.14	Cybersecurity
3524.1	Hazardous Materials in School
3524.2	Green Cleaning Program
3541	Transportation
3541.5	Transportation Complaints
3542.2	Hazardous Materials in School—Green Cleaning
3542.31	Free & Reduced Lunches
3542.33	Food Sales Other than the National School Lunch Program
3542.41	Food Service Personnel, Professional Standards
3542.42	School Lunch Prices
3542.43	Food Service-Charging

Personnel Certified/Non-Certified Series

4000

4000.1/4200.1	Title IX
4111/4211	Recruitment and Selection
4112.5/4212.5	Security Check/Fingerprinting

4112.61/4112.61 4113.12	Use and Disclosure of Employee Medical Information Minimum Duty Free Lunch Periods for Teachers
4115.3	Evaluation and Employment of Coaches
4118.11/4218.11	Nondiscrimination
4118.112/4218.112	Sexual Harassment
4118.231/4218.231	Alcohol, Drugs, and Tobacco
4118.234	Psychotropic Drug Use
4152.6/4252.6	Family and Medical Leave Act
4211	Recruitment and Selection
4212.42	Drug and Alcohol Testing for School Bus Drivers & Emergency Training for School Bus Drivers

Students Series

5000

5112	Age of Attendance
5113	Attendance/Excuses/Dismissal
5113.2	Truancy
5114	Suspension and Expulsion/Due Process
5114.21	Conduct Code for Participation in Extracurricular Activities
5118.1	Homeless Students
5121	Examination/Grading/Rating
5122.3	Assignment of Former Home-Schooled Students to Classes
5123	Grade Level Placement
5124	Reporting to Parents
5125	Records and Confidentiality
5125.11	Health/Medical Records
5131.1	Bus Conduct
5131.6	Alcohol Use, Drugs, Tobacco

5131.7	Weapons and Dangerous Instruments
5131.8	Out of School Misconduct
5131.911	Bullying
5132	Dress & Grooming
5141	Student Health Services
5141.21	Administering Medication
5141.231	Psychotropic Drugs
5141.23/5141.25	Students with Special Health Care Needs
5141.27	First Aid/Emergency Medical Care--AEDs
5141.28	First Aid/Emergency Medical Care--Sudden Cardiac Arrest
5141.3	Health Assessments and Immunizations
5141.4	Reporting of Child Abuse, Neglect & Sexual Assault
5141.5	Suicide Prevention/Intervention
5141.7	Sports—Concussions
5142	Student Safety
5142.41	Armed Security Guard
5144.1	Use of Physical Force
5144.2	Use of Exclusionary Time-out Settings
5144.3	Discipline
5144.4	Discipline & Physical Exercise of Students
5145	Civil & Legal Rights and Responsibilities
5145.14	On-Campus Recruitment
5145.15	Directory Information
5145.122	Search and Seizure – Use of Dogs to Sweep School Property
5145.4	Non-Discrimination
5145.5	Sexual Harassment

5145.511 Exploitation: Sexual Harassment

Instruction Series

6000

6114	Emergencies & Disaster Preparedness
6114.1	Fire/Emergency Crisis Response Drills
6114.6	Emergency Closings
6115	Ceremonies & Observations
6121	Equal Access to Employment and Educational Programs
6141.111	Curriculum Research/Experimental Projects
6141.234	Posting of Student Work/Photographs
6141.31	Bilingual-Bicultural Education
6141.32	Migrant Students
6141.321	Telecommunications/Internet—Acceptable Use
6141.322	Computers/Web Sites/Pages
6141.323	Internet Acceptable Use of Filtering
6141.326	Internet—Internet/Computer Network Use-Use of Social Media
6141.327	Electronic Resources
6141.328	Bring Your Own Device
6141.51	Advanced Courses or Programs, Eligibility Criteria for Enrollment
6141.52	Challenging Curriculum
6142.101	Student Nutrition and Physical Activity
6142.61	Physical Activity
6144.1	Exemption from Instruction
6146	Graduation Requirements
6146.1	Grading System

6146.2	Statewide Proficiency/Mastery
6148	FASA Completion Program
6154	Homework
6159	Individualized Education/Special Education Program
6161.3	Comparability of Services
6162.51	Survey of Students
6164.11	Drug and Alcohol Use
6164.12	Acquired Immune Deficiency Syndrome
6171	Special Education
6171.2	Special Education--Preschool Special Education
6172	Alternative Education Programs
6172.1	Gifted Children Program
6172.3	Home Schooling
6172.4	Title 1 Parent Involvement
6172.61	Distance Education
6181	Evaluation of Special Education Program

Bylaws

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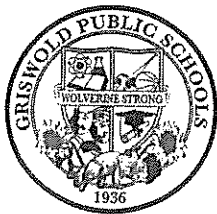
9321.2 Electronic Board of Education Meetings

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

Sincerely yours,



Sean P. McKenna
Superintendent of Schools



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

Erik Christensen, Interim Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools

Christopher Champlin, Director of Student Services

August 26, 2025

Mrs. Bethann Gervase
6 Country Lane
Lebanon, CT 06249

Dear Bethann,

On behalf of the Griswold Board of Education and the entire Griswold Public Schools community, I extend our congratulations and best wishes for a happy and healthy retirement. I received your letter of retirement and will consider June 30, 2025 as your final day of employment with the Griswold Public Schools.

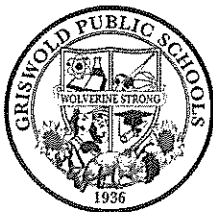
I would like take this opportunity to inform you that we will be extending an invitation for you to be honored as one of Griswold's distinguished retirees at an upcoming Griswold Board of Education meeting, which will be held on Thursday, September 11th, 2025, beginning at 6 PM in the Griswold Middle School Cafeteria. At the Board of Education meeting, we will take a moment to honor you and one other retiree for your many years of service in Griswold. We hope you will be able to join us that evening. Would you please reach out to my executive assistant, Robin Drobiak, to confirm whether you will be attending or not? It would be greatly appreciated. She can be reached at: rdrobiak@griswoldpublicschools.org or by phone: (860) 376-7600, extension 1.

Congratulations on your retirement from teaching. We wish you nothing but the best!

Sincerely yours,

Sean P. McKenna,
Superintendent of Schools

cc: GHS Administration
Office of Fiscal & Personnel Services
Personnel File



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Erik Christensen, Interim Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools

Christopher Champlin, Director of Student Services

August 26, 2025

Mrs. Peggy Henry
116 Bergendahl Drive
Griswold, CT 06351

Dear Peggy,

On behalf of the Griswold Board of Education and the entire Griswold Public Schools community, I extend our congratulations and best wishes for a happy and healthy retirement. I received your letter of retirement and will consider June 30, 2025 as your final day of employment with the Griswold Public Schools.

I would like take this opportunity to inform you that we will be extending an invitation for you to be honored as one of Griswold's distinguished retirees at an upcoming Griswold Board of Education meeting, which will be held on Thursday, September 11th, 2025, beginning at 6 PM in the Griswold Middle School Cafeteria. At the Board of Education meeting, we will take a moment to honor you and one other retiree for your many years of service in Griswold. We hope you will be able to join us that evening. Would you please reach out to my executive assistant, Robin Drobiak, to confirm whether you will be attending or not? It would be greatly appreciated. She can be reached at: rdrobiak@griswoldpublicschools.org or by phone: (860) 376-7600, extension 1.

Congratulations on your retirement from the Griswold Public Schools. We wish you nothing but the best!

Sincerely yours,

Sean P. McKenna,
Superintendent of Schools

cc: GES Administration
C. Champlin, GPS Director of Student Services
Office of Fiscal & Personnel Services
Personnel File



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Erik Christensen, Interim Director of Fiscal & Personnel Services

Glenn LaBossiere, Assistant Superintendent of Schools

Christopher Champlin, Director of Student Services

August 26, 2025

Mrs. Nancy Coolidge
1 Alexandra Drive
Moosup, CT 06354

Dear Nancy,

The Griswold Board of Education would like to recognize and honor you as being chosen Griswold's "*Teacher of the Year*" for 2026. To do so, we would like to invite you and your family to our first Griswold Board of Education meeting, which is scheduled for Thursday, September 11th, 2025 at 6:00 PM. Please note that the meeting will be held live in the GMS cafeteria, which is located on the first floor of Griswold Middle School.

Would you please contact my assistant, Robin Drobiak, to confirm your attendance? The Griswold Board of Education and I am looking forward to seeing you on the 11th. Congratulations!

Sincerely,

Sean P. McKenna,
Superintendent of Schools

cc: GHS Administration
BOE Members
Personnel File



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Erik Christensen, Interim Director of Fiscal & Personnel Services

Glenn LaBossier, Assistant Superintendent of Schools

Christopher Champlin, Director of Student Services

August 26, 2025

Ms. Oona Cutrone
156 Popple Bridge Road
Griswold, CT 06351

Dear Oona,

The Griswold Board of Education would like to recognize and honor you as being chosen Griswold's "*Paraeducator of the Year*" for 2024/2025. To do so, we would like to invite you and your family to our next Board of Education meeting, which is scheduled for Thursday, September 11th, 2025 at 6:00 PM. Please note that the meeting will be held live in the GMS cafeteria, which is located on the first floor of Griswold Middle School.

Would you please contact my assistant, Robin Drobiak, to confirm your attendance? The Griswold Board of Education and I am looking forward to seeing you on the 11th. Congratulations!

Sincerely,

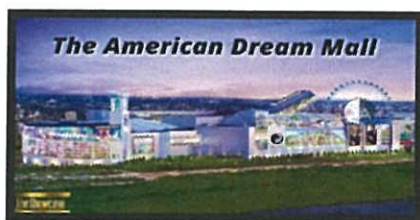
Sean P. McKenna,
Superintendent of Schools

cc: GMS Administration
Christopher Champlin, GPS Director of Special Education & Student Services
BOE Members
Personnel File

GHS Music Trip NYC

March 12th – 14th, 2026
(Thurs-Sat)

- Deluxe Coach Busses w/lav, DVD Players, AC, WIFI and Outlets
- 2 Nights Hotel Stay at The Holiday Inn Hasbrouck Heights Hotel, NJ
(4 students per room-each room will have 2 queen beds and a pull-out sofa)
- All Access Pass to DreamWorks Waterpark- American Dream Mall
- Medieval Times Dinner & Tournament
- 9/11 Museum and Memorial
- Dinner at Carmines
- NY Pops Orchestra Concert at Carnegie Hall
- New York City: The Museum of Broadway
- SIX The Musical-Matinee Show
- Nighttime Security Guards
- Luggage Tags
- Taxes and Gratuity
- TRIP TSHIRT!
- 12 to 1 ratio Student to adult



COST: \$1050.00 PER STUDENT BASED ON FOUR TO A ROOM

PAYMENT DEADLINES ARE AS FOLLOWS

September 17th	\$170.00	Non Refundable Deposit	Must be turned in w/ SIGNED TRIP CONTRACT
October 15th	\$220.00	Payment 2	
November 12th	\$220.00	Payment 3	
December 10th	\$220.00	Payment 4	
January 14th	\$220.00	Payment 5	

Available Fundraiser Opportunities:

- **Pie Sale 9/9-10/13** (35% profit)
- **Bread and Cookie Dough 10/24-11/24** (35% profit)
- **Walk-a-thon-October 26th** (100% Profit)

STUDENT FIRST & LAST NAME: _____
(PRINT NEATLY)

Griswold High School Music Trip Participation Contract New York City, March 12-14, 2026

Your decision to participate in the 2026 music trip must be made carefully. Although the trip promises many rewards, a decision to participate is a financial commitment. The rates for our music trip are kept to a minimum by assuring the travel company of a certain number of travelers. Once we have committed, we owe for that number of slots. Therefore, once the initial deposit and a signed contract is turned in to us, you are committed to paying for the entire trip. **Refunds of any kind will not be guaranteed; therefore, we HIGHLY ENCOURAGE EVERY STUDENT/FAMILY TO PURCHASE TRAVEL INSURANCE!!** Please make your decision to attend this trip carefully.
TRIP INSURANCE ENROLLMENT PACKET ATTACHED.

The **following are examples** of reasons that your student may be removed from the trip, however, this is **NOT and exclusive list**. **If a student is removed from the trip, Parent/Guardian will still be responsible for the remaining balance, regardless their child's attendance on the trip.**

- School discipline (suspensions, expulsions)
- Off campus behavior that threatens the safety of self, property or others
- Substance dependencies or conditions that require professional monitoring/intervention
- Truancy/attendance issues
- Personal/family situations or conditions that prevent participation
- Dis-enrollment for any reason
- Home discipline
- Failure in music ensemble
- Student/family change of decision
- Concerns about travel climates
- Medical issues/concerns
- Non-Payment In full by JANUARY 14, 2026
- Other exclusions not specifically outlined above

All payments **MUST** be submitted on time. Payments made after 3:00PM on the due date will incur an automatic \$25 late fee per payment. **This rule will be strictly enforced due to past problems with late payments.** Students will not be allowed to attend the trip unless all late fees are paid.

PAYMENT DEADLINES ARE AS FOLLOWS:

September 18th (Thursday)	\$170.00	DEPOSIT Must be turned in with SIGNED TRIP CONTRACT
October 15th (Wednesday)	\$220.00	Payment 2
November 12th (Wednesday)	\$220.00	Payment 3
December 10th (Wednesday)	\$220.00	Payment 4
January 14th (Wednesday)	\$220.00	Payment 5 (balance must be paid in full)

I have read the above terms and understand that I am responsible to pay the entire balance of the trip even if my student cancels or is removed:

Parent Name PRINT

Parent Signature

Date

Student Name PRINT

Student Signature

Date

Parent Cell: _____ Parent Email: _____

Student Grade: 9, 10, 11, 12 GHS Ensemble(s): _____

Inst/Voice part: _____ Student Cell: _____

For Digital Use ONLY



STUDENT TRAVEL PROTECTION

SCHEDULE OF INSURANCE COVERAGE AND OTHER NON-INSURANCE SERVICES

Benefit Per Trip	Maximum Benefit Amount Per Trip
Trip Cancellation**	up to 100% of Trip Cost*
Trip Interruption***	up to 150% of Trip Cost*
Trip Delay - 6 hours	up to \$2,500 (\$250 per day)
Missed Trip Connection - 3 hours	up to \$500
Baggage and Personal Effects	up to \$1,000
Baggage Delay - 24 hours	up to \$300
Medical Evacuation and Repatriation of Remains	up to \$250,000
Accident & Sickness Medical Expense	up to \$50,000
Political or Security Evacuation and Natural Disaster Evacuation	up to \$150,000
Optional Cancel for Any Reason (CFAR)****	up to 75% of Trip Cost*
Non-Insurance Travel Assistance Services	Included

*Up to the lesser of the Trip Cost paid or the limit of coverage on Your confirmation of coverage

**Trip Cancellation is not applicable when \$0 Trip Cost displayed on Your confirmation of coverage

***\$500 Return air ticket cost only if \$0 Trip Cost displayed for Trip Cancellation on Your confirmation of coverage

****Applicable only when requested during the time sensitive period. Additional costs and terms apply. This benefit not available to residents of NY State.

Pre-Existing Medical Condition Exclusion Waiver

The exclusion for Pre-Existing Condition will be waived provided:

a) Your payment for this plan and enrollment form is received within the Time Sensitive Period; and b) You are medically able and not disabled from travel at the time Your payment is paid based on assessment of a Physician.

Trip Cancellation: Provides benefits up to the Maximum Benefit Amount shown in the Schedule of Benefits, for unused, forfeited, prepaid non-refundable Payments or Deposits for the Travel Arrangements You purchased for Your Trip, provided the cancellation occurs while coverage is in effect for You and is due to a covered reasons.

Trip Interruption: If You must start Your Trip late or are unable to complete Your Trip, this benefit reimburses You, up to the Maximum Benefit Amount shown in the Schedule of Benefits, for the unused, forfeited, prepaid non-refundable Payments or Deposits paid for the land or water Travel Arrangements You purchased for Your Trip plus the Additional Transportation Cost paid to: a) join Your Trip if You must depart after Your Scheduled Departure Date or travel via alternate travel arrangements; or b) rejoin Your Trip from the point where You interrupted Your Trip to the next Scheduled Destination; or c) transport You to Your originally scheduled Return Destination of Your Trip, provided the Trip Interruption occurs while coverage is in effect for You and is due to covered reasons.

Trip Delay: Reimburses up to the Maximum Benefit Amount shown in the Schedule of Benefits, for the Reasonable Additional Expenses, You incur, if You are delayed for 6 consecutive hours or more while en route to or from, or during the course of Your Trip, for covered reasons.

Missed Trip Connection: If You miss Your Trip departure because Your arrival at Your Trip destination is delayed for at least 3 consecutive hours due to a covered reason this plan reimburses you, up to the Maximum Benefit Amount shown in the Schedule of Benefits, for 1) Reasonable Additional Expenses; and 2) Additional Transportation Cost incurred by You to join the departed Trip; and 3) unused, forfeited, prepaid non-refundable Payments or Deposits paid for the land or water Travel Arrangements You purchased for Your Trip.

Baggage and Personal Effects: Covers your Baggage and Personal Effects, which are lost, stolen, damaged or destroyed during Your Trip or while checked with a Common Carrier. Additional terms apply.

Baggage Delay: Provides coverage if your checked baggage is delayed or misdirected by a Common Carrier for more than 24 hours from your time of arrival at a destination other than your return destination.

Accident & Sickness Medical Expense: Provides coverage if a covered accidental injury or sickness first occurs during your trip.

Find out more

[Click here for important Disclaimers](#)

Travel Insured International
855 Winding Brook Drive
Glastonbury, CT 06033

www.travelinsured.com



STUDENT TRAVEL PROTECTION

TRAVEL PROTECTION PLAN FOR STUDENT GROUPS

SCHEDULE OF INSURANCE COVERAGE AND OTHER NON-INSURANCE SERVICES

Benefit	Maximum Benefit Amount
Trip Cancellation**1	Up to 100 % of Trip Cost*
Trip Interruption***1	Up to 150% of Trip Cost*
Trip Delay – 6 hours	Up to \$2,500 (\$250 per day)
Missed Trip Connection – 3 hours	Up to \$500
Single Supplement	Included
Baggage and Personal Effects	Up to \$1,000 (\$250 per article)
Baggage Delay – 24 hours	Up to \$300
Medical Evacuation & Repatriation of Remains	Up to \$250,000
Accident & Sickness Medical Expense	Up to \$50,000
Political or Security Evacuation and Natural Disaster Evacuation	Up to \$150,000
Optional Cancel for Any Reason (CFAR)****	Up to 75% of Trip Cost*
Non-Insurance Worldwide Emergency Assistance Services	Included

*Up to the lesser of the Trip Cost paid or the limit of coverage on Your confirmation of coverage

**Trip Cancellation is not applicable when \$0 Trip Cost displayed on Your confirmation of coverage

***\$500 Return air ticket cost only if \$0 Trip Cost displayed for Trip Cancellation on Your confirmation of coverage

****CFAR is optional and available provided: 1. You purchase the Cancel for Any Reason Benefit within the Time Sensitive Period; and 2. You cancel Your Trip no later than 48 hours prior to the Scheduled Departure Date of Your Trip. This Cancel for Any Reason Benefit does not cover penalties associated with any Travel Arrangements not provided by Retail Travel Supplier or the failure of Retail Travel Supplier to provide the bargained for Travel Arrangements due to cessation of operations for any reason. This benefit is not available to residents of NY State. Additional costs and terms apply.

¹Trip Cancellation and Trip Interruption coverage only applies if trip is cancelled/interrupted by a covered peril.

PER PERSON RATES

Cost of Trip	Rates	With CFAR*	Cost of Trip	Rates	With CFAR*
\$0	\$10.00	N/A	\$5,001-\$5,500	\$230.00	\$345.00
\$1-\$250	\$26.00	\$39.00	\$5,501-\$6,000	\$252.00	\$378.00
\$251-\$500	\$32.00	\$48.00	\$6,001-\$6,500	\$273.00	\$409.50
\$501-\$1,000	\$46.00	\$69.00	\$6,501-\$7,000	\$293.00	\$439.50
\$1,001-\$1,500	\$63.00	\$94.50	\$7,001-\$8,000	\$337.00	\$505.50
\$1,501-\$2,000	\$83.00	\$124.50	\$8,001-\$9,000	\$382.00	\$573.00
\$2,001-\$2,500	\$105.00	\$157.50	\$9,001-\$10,000	\$403.00	\$604.50
\$2,501-\$3,000	\$125.00	\$187.50	\$10,001-\$11,000	\$446.00	\$669.00
\$3,001-\$3,500	\$145.00	\$217.50	\$11,001-\$12,000	\$488.00	\$732.00
\$3,501-\$4,000	\$167.00	\$250.50	\$12,001-\$13,000	\$531.00	\$796.50
\$4,001-\$4,500	\$187.00	\$280.50	\$13,001-\$14,000	\$573.00	\$859.50
\$4,501-\$5,000	\$208.00	\$312.00	\$14,001-\$15,000	\$616.00	\$924.00

The above rates are for trips up to 30 days. For each day over 30, add \$5.00 per person, per day.

Maximum trip length is up to 60 days for all states, except Hawaii.

Hawaii has a maximum trip length of up to 30 days. All of the above rates are for the plan which includes insurance and non-insurance services. The rates above do not apply to residents of Pennsylvania, California, Hawaii and Virginia.

*Optional Cancel For Any Reason (CFAR) benefit not available to residents of NY State

EXCLUSIONS AND LIMITATIONS

Unless otherwise shown below, these exclusions apply to You, Your Traveling Companion, or Family Member scheduled and booked to travel with You.

The following exclusion(s) apply(ies) to the Trip Cancellation and Trip Interruption. We will not pay for any loss or expense caused due to, arising or resulting from: 1. a Pre-Existing Medical Condition, as defined in the policy.

The following exclusions apply to the Medical Expense benefits. We will not pay for any loss or expense caused due to, arising or resulting from: 1. routine physical examinations or routine dental care; 2. traveling for the purpose or intent of securing medical treatment or advice; 3. Elective Treatment and Procedures; 4. Normal pregnancy (except Complications of Pregnancy) or childbirth, except as specifically covered under Trip Cancellation or Trip Interruption or elective abortion; 5. a Mental, Nervous or Psychological Condition or Disorder unless Hospitalized or Partially Hospitalized while the policy is in effect; 6. Your participation in Adventure or Extreme Activities, riding or driving in any races, or participation in speed or endurance competition or events, except as a spectator; 7. Your participation in an organized athletic or sporting competition, contest, or stunt under contract in exchange for an agreed-upon salary or compensation. This does not include athletes participating in exchange for a scholarship or tuition.

In addition to any applicable benefit-specific exclusion, the following general exclusions apply to all losses and all benefits. We will not pay for any loss or expense caused due to, arising or resulting from: 1. suicide, attempted suicide or any intentionally self-inflicted injury of You, a Traveling Companion, Family Member or Business Partner booked and scheduled to travel with You, while sane or insane; 2. being under the influence of drugs or narcotics, unless administered upon the advice of a Physician as prescribed; 3. activities, losses, or claims involving or resulting from possession, production, processing, sale, or use of marijuana, illegal drugs, alcohol or substances are excluded from coverage; 4. war or act of war, including invasion, acts of foreign enemies, hostilities between nations (whether declared or undeclared), or civil war, except as the policy specifically provides otherwise; 5. the commission of or attempt to commit a felony or being engaged in an illegal occupation by You, a Traveling Companion, Family Member, or Business Partner; 6. directly or indirectly, the actual, alleged or threatened use, discharge, dispersal, seepage, migration, escape, release or exposure to any hazardous biological, chemical, nuclear radioactive weapon, device, material, gas, matter or contamination; 7. piloting or learning to pilot or acting as a member of the crew of any aircraft; 8. a loss or damage caused by detention, confiscation, or destruction by customs.

EXCLUSIONS AND LIMITATIONS apply to Baggage and Personal Effects, Musical Instruments, Baggage Delay, and Musical Instruments Equipment Rental: We will not provide benefits for any loss or damage for the following items: a. animals; b. automobiles and automobile equipment; c. boats or other vehicles or conveyances; d. trailers; e. motors; f. aircraft; g. bicycles, except when checked as baggage with a Common Carrier; h. household effects and furnishings; i. antiques and collectors' items; j. sunglasses, contact lenses, artificial teeth, dentures, dental braces, dental bridges, retainers or other orthodontic devices or earing aids; k. artificial limbs or other prosthetic devices; l. prescribed medications; m. keys, money, stamps and credit cards (except as otherwise specifically covered herein); n. securities, stamps, tickets and documents (except as coverage is otherwise specifically provided herein); o. professional or occupational equipment or property, whether or not electronic business equipment; p. telephones or wireless devices, computer hardware or software.

Losses not covered: We will not provide benefits for any loss or damage caused by or resulting from: a. breakage of brittle or fragile articles (except musical instruments); b. wear and tear or gradual deterioration; c. confiscation or appropriation by order of any government or custom's rule; d. theft or pilferage while left in any unlocked or unattended vehicle; e. property illegally acquired, kept, stored or transported; f. Your negligent acts or omissions; g. property shipped as freight or shipped prior to the Scheduled Departure Date; h. electrical current, including electric arcing that damages or destroys electrical devices or appliances.

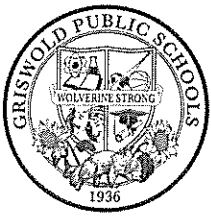
Pre-Existing Medical Condition Exclusion Waiver!

The Pre-Existing Medical Condition Exclusion will be waived if the protection plan is purchased within the time sensitive period, and you are medically able and not disabled from travel at the time you pay the plan cost.

To purchase this plan,
Please talk to your travel
advisor.

Travel Insured International
844-440-8113
groups@travelinsured.com
www.travelinsured.com

This advertisement contains highlights of the plans developed by Travel Insured International, which include travel insurance coverages underwritten by United States Fire Insurance Company, Principal Office located in Morristown, New Jersey, under form series T7000 et al, T210 et al and TP-401 et al, and noninsurance Travel Assistance Services provided by C&F Services. The terms of insurance coverages in the plans may vary by jurisdiction and not all insurance coverages are available in all jurisdictions. **Insurance coverages in these plans are subject to terms, limitations and exclusions including an exclusion for preexisting medical conditions.** In most states, your travel retailer is not a licensed insurance producer/agent, and is not qualified or authorized to answer technical questions about the terms, benefits, exclusions and conditions of the insurance offered or to evaluate the adequacy of your existing insurance coverage. Your travel retailer may be compensated for the purchase of a plan and may provide general information about the plans offered, including a description of the coverage and price. The purchase of travel insurance is not required in order to purchase any other product or service from your travel retailer. CA DOI toll free number is 800-927-4357. The cost of your plan is for the entire plan, which consists of both insurance and non-insurance components. Individuals looking to obtain additional information regarding the features and pricing of each travel plan component, please contact Travel Insured International, P.O. Box 6503, Glastonbury, CT 06033; 855-752-8303; customer@travelinsured.com; California license #0113223. While Travel Insured International markets the travel insurance in these plans on behalf of USF, non-insurance components of the plans were added to the plans by Travel Insured International, and Travel Insured International does not receive compensation from USF for providing the non-insurance components of the plans.



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Sean P. McKenna, Superintendent of Schools

Glenn LaBossiere, Assistant Superintendent of Schools

Erik Christensen, Interim Director of Fiscal & Personnel Services

Christopher Champlin, Director of Student Services

MEMO

TO: GPS

FROM: Sean P. McKenna, Superintendent of Schools

SUBJECT: BOE Approval of the State Personnel Development Grant

DATE: September 11th, 2025

+++++

In the spring of 2025, we informed the BOE that we were pursuing the State Personnel Development Grant for the following specific purpose:

The Connecticut State Personnel Development Grant, #H323A230007 (SPDG) is a US Department of Education discretionary/competitive grant to state education agencies to reform/improve their systems for personnel preparation and professional development of individuals providing early intervention, educational, and transition services to students with disabilities. The primary objectives of the CT SPDG are to:

- Increase capacity of educators to develop appropriately ambitious IEP goals in mathematics
- Strengthen collaboration among IEP team members to facilitate consistent progress monitoring
- Increase capacity of educators, special education and general education, to implement research validated mathematics practices to provide explicit instruction for students with disabilities that leads to educational benefit.

Subsequently, the grant was submitted and approved for \$86,000 over the course of two years for the specific purpose stated above. The grant amount covers out-of-district professional development training, substitute costs, and in-district professional development training. In short, to be abundantly clear, the grant is managed by the State of Connecticut, CSDE, and will not be used for other purposes.

I have approved the submission of the grant and have tentatively approved receiving the grant per policy 3280.1, and thus am bringing forward to the Board for formal BOE approval.



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Sean P. McKenna, Superintendent of Schools
Erik Christensen, Interim Director of Fiscal & Personnel Services

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

MEMO

TO: GPS

FROM: Sean P. McKenna, Superintendent of Schools

SUBJECT: BOE Approval ISTE/ASCD Grant to Be a Part of the Innovation and Wellbeing Task Force Initiative

DATE: September 11th, 2025

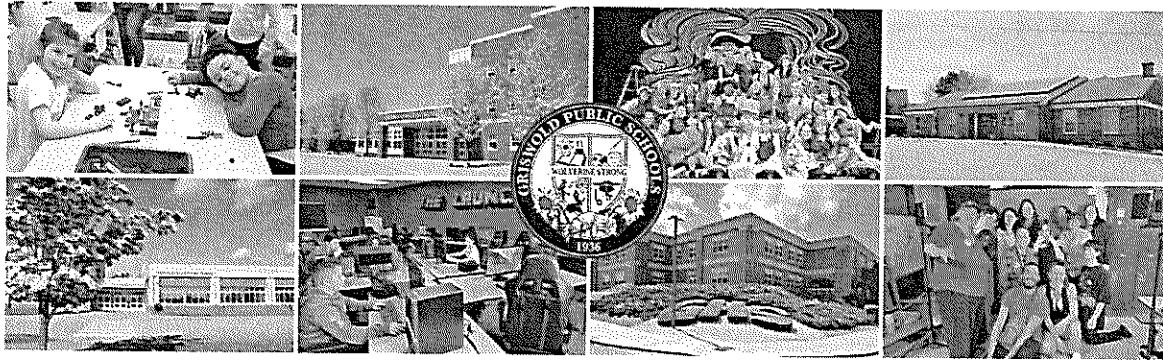
+++++

In the spring of 2025, we informed the BOE that we were pursuing this grant offered by ISTE (International Society for Technology in Education) and ASCD (Associate for Supervision and Curriculum Development) for only the following purpose:

- To develop comprehensive action plans--strategies for healthy digital cultures.
- To build a shared understanding of digital wellness challenges.
- To evaluate evidence-based models from leading stakeholders.
- To design implementable strategies to reduce digital distractions, improve engagement, and promote positive digital citizenship.

The grant covers conference costs, webinars, professional development, and premium membership to ISTE + ASCD.

Subsequently, the grant was submitted and approved for \$7,500 over the course of this summer and academic year. I have approved the submission of the grant and have tentatively approved receiving the grant per policy 3280.1, and thus am bringing forward to the Board for formal BOE approval.



BOE MEETING SCHEDULE 2025-2026 MATRIX STANDING COMMITTEE MEETINGS

	SEPT.	OCT.	NOV.	DEC.	JAN.	FEB.	MARCH	APRIL	MAY	JUNE
BOE Thursdays (in most cases) 6:00pm GMS Cafeteria	August 28th Sept. 1th & 25th	9th 23rd	13th	11th	8th 22nd	12th & 26th	12th & 26th	9th 23rd	14th 28th	11th 25th
POLICY Wednesdays 5:00 PM Sean's Office	3rd	8th	5th	3rd	7th	4th	4th	8th	6th	3rd
FACILITIES Thursdays before BOE Meetings 5:15 PM GMS Learning Commons		9th	13th	11th	8th	12th	12th	9th	14th	11th

Instruction

Graduation Requirements

Definition and Broad Guidelines

Graduation from Griswold 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, **assessed in part by the statewide mastery examinations**, established by the faculty and approved by the Griswold Board of Education, 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 school work are completed. The adopted school calendar shall indicate a graduation date which is no earlier than the 185th day. This may be modified after April 1 in any school year in conformity with applicable statute.~~

The Principal shall submit to the Board of Education through the Superintendent his/her detailed requirements and standards to agree with the goals of our district as adopted by the Griswold Board of Education. It is expected that faculty will apply measures of achievement to provide evidence that each student has progressed far enough toward program goals and requirements to warrant graduation according to the terms of paragraph #1 above.

The Griswold Board of Education, in recognition of its responsibility for the education of all students in the district, including those who do not successfully complete the assessment criteria listed above, and those who drop out of school, shall make available to all the school district's students a course of study or alternative programming for meeting standards that will enable them to acquire a high school or vocational school diploma.

The Griswold Board of Education shall award a high school diploma to any World War II veteran or veteran of the Korean Hostilities or Vietnam Era veteran requesting such diploma who left high school for military service as defined in the statutes and did not receive a diploma as a consequence of such service.

The Griswold Board of Education may grant students high school credit for successful completion of coursework earned from an accredited institution of higher learning taken either during the school year or summer months.

Graduation Criteria

The Griswold Board of Education adheres to the State requirement permitting any high school student to be granted a diploma upon satisfactorily completing a minimum of twenty-five credits, including no fewer than:

9.0 Humanities Credits	4.0 credits of English
	3.0 credits of History including 0.5 credit of Civics
	2.0 credits of Humanities courses of choice
9.0 Science, Technology, Engineering, & Mathematics (STEM) Credits	3.0 credits of Science
	3.0 credits of Mathematics
	0.5 credit of Personal Finance
	0.5 credit of Vision of the Graduate
	2.0 credits of STEM courses of choice
1.0 World Language Credit	1.0 credit of World Language
1.0 Physical Education and Wellness Credit	0.5 credit of Physical Education 9
	0.5 credit of Physical Education 10
1.0 Health and Safety Education Credit	0.5 credit of Health
	0.5 credit of Safety & Wellness
1.0 Community Service	40 hours (10 hours/year)
3.0 Electives	Courses of choice
Total Credits	25.0 Credits

A student 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 the student's physical condition. An elective may fulfill the credit for physical education.

All students must take a minimum of 7 credits per year with the exception of junior and senior year whereby a student in good academic standing may opt to take 6 credits.

Grade Assignment and Promotion

Students are promoted to the next higher grade according to the following accumulation of credits:

Grade 9 to Grade 10 6 credits
Grade 10 to Grade 11 11 credits
Grade 11 to Grade 12 17 credits

A student's grade classification is determined by credits earned and years in high school.

Student Support and Remedial Services

Beginning with the graduating class of 2023, the Board of Education will provide adequate student support and remedial services for students beginning in grade seven. Such student support and remedial services shall provide alternate means for a student to complete any of the high school graduation requirements previously listed if such student is 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) allowing students to retake courses in summer school or through an approved online credit recovery course; or (2) allowing students to enroll in a class offered at a constituent unit of the state system of higher education, and (3) allowing those students whose individualized education plans state that such students are eligible for an alternate assessment to demonstrate competency on any of the five core courses through success on such alternate assessment.

The Griswold 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.~~

The fulfillment of the mandated one-credit foreign language requirement can include the successful completion of a world language course in grades six, seven, or eight, an online course successfully completed, or the successful completion of a course offered privately through a nonprofit provider, provided such student achieves a passing grade on an examination prescribed by the Commissioner and such credits do not exceed four.

All credits earned toward meeting any of the graduation requirements through the successful completion of online courses must fulfill the requirements established in policy #6172.6, "Virtual/On-line Courses."

Student Success Plans

The Griswold Board of Education shall create a student success plan for each enrolled student, beginning in grade six. Such plan shall include a student's career and academic choices in grades six through twelve. Beginning in grade six, such student success plan shall provide evidence of career exploration in each grade. The Griswold Board of Education shall utilize the Department of Education's issued and revised guidance regarding changes to such student success plans.

Student success plans shall be created, if possible, in collaboration with each student and the student's parent/guardian and shall, to the extent it does not conflict with the career choices of the student or his/her parent/guardian, include an academic plan that is in compliance with the Board's Challenging Curriculum Policy.

Eligible Credits

Per statute (C.G.S. 221a(f)) the determination of eligible credits is at the discretion of the Board of Education, provided the primary focus of the curriculum of eligible credits corresponds directly to the subject matter of the specified course requirements. The Board may permit a student to graduate during a period of expulsion if the Board determines the student has satisfactorily completed the necessary credits. The graduation requirements shall apply to any student requiring special education except when the Planning and Placement Team (PPT) determines the requirement not to be appropriate.

At Griswold 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. In addition, credit toward high school graduation can be earned (1) at an institution accredited by the Board of Regents for Higher Education or State Board of Education or regionally accredited, (2) through on-line course work or (3) through a demonstration of mastery based on competency and performance standards, in accordance with guidelines adopted by the State Board of Education.

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 toward meeting the high school graduation requirements upon (1) the successful demonstration of mastery of the subject matter content described in this and the Mastery-Based Learning sections, 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 (taught at the high school campus only), service learning, 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-half high school credit.

Connecticut Seal of Biliteracy

Commencing with the graduating class of 2019, and for each graduating class thereafter, the Board of Education, utilizing 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 and includes American Sign Language and any other language spoken by a federally recognized Native American tribe. The Board of Education shall include on such student's transcript 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 satisfy 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.

LEGAL REFERENCE

Connecticut General Statutes

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

Legal Reference: Connecticut General Statutes (continued)

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 Revised: June 24, 2019

GRISWOLD PUBLIC SCHOOLS

Griswold, Connecticut

A mandated policy.

Community Relations/Instruction

Library Material Review and Reconsideration Policy

Statement of Policy:

The Griswold Board of Education understands that, on occasion, a member of the public will wish to lodge a complaint against instructional material used in the classroom or available in the school library/media center. Consideration of requests to reconsider and remove material, displays, or student programs is limited to individuals with a vested interest. An individual with vested interest may challenge any library and other educational materials, display or student program by initiating a review of such material via the submission of a request for reconsideration form.

It shall be the policy of the Griswold Board of Education that the removal, exclusion or censoring of any book shall not occur on the sole basis that a person with a vested interest finds such book offensive. No library and other educational material, display, or program shall be removed from library media centers, or programs be canceled, because of the origin, background, or viewpoints expressed in such material, display, or program, or because of the origin, background, or viewpoints of the creator of such material, display, or program. Library and other educational materials, displays, and student programs shall only be excluded for legitimate pedagogical purposes or for professionally accepted standards of collection maintenance practices as adopted in the collection development and maintenance policy or the display and program policy.

Until a final decision is made by the review committee, any library and other educational material being challenged shall remain available in the school library media center according to such material's catalog record and be available for a student to reserve, check out, or access.

A school district may consolidate any requests for review and reconsideration of the same challenged library and other educational material. Once a decision has been made by **the review committee** on any library and other educational material, such material cannot be subject to a new request for review and reconsideration for a period of three years.

The Griswold Board of Education will review and update this policy as necessary every five years.

Definitions

"Library and other educational material" means any material belonging to, on loan to or otherwise in the custody of a school library media center, including, but not limited to, nonfiction and fiction books, magazines, reference books, supplementary titles, multimedia and digital material, software and other material not required as part of classroom instruction.

Community Relations/Instruction

Library Material Review and Reconsideration Policy

Definitions (continued)

"School library staff member" means a school library media specialist, school librarian, any certified or non-certificated staff member whose assignment is in the school library or any individual carrying out or assisting with the functions of a school library media specialist or school librarian.

"Individual with a vested interest" means any school staff member employed by a local or regional board of education, parent or guardian of a student currently enrolled in a school at the time a reconsideration form is filed, or any student currently enrolled in a school at the time a reconsideration form is filed.

"Remove" means deliberately taking library material out of a library's collection. **"Remove"** does not include the process of clearing such collection of any materials that are no longer useful.

Material Review and Reconsideration Procedure

The Board of Education has established the following procedure for addressing complaints regarding the utilization of library and other educational materials:

1. Individuals with a vested interest may initiate the review or reconsideration of any library and other educational materials, display, or student program by submitting a request for recommendation form to the principal of the school in which the library and other education materials are being challenged.
2. The Principal, or the Principal's designee, shall promptly forward the request for reconsideration to the Superintendent of Schools for the school district.
3. The Superintendent, or the Superintendent's designee, shall appoint a review committee consisting of:
 - a. The Superintendent, or the Superintendent's designee;
 - b. the Principal of the school in which the library and other educational material is being challenged, or the Principal's designee;
 - c. the Director of curriculum, or a person in an equivalent position;
 - d. a representative from the local or regional board of education;
 - e. at least one grade-level-appropriate teacher familiar with the library material provided, the teacher selected is not the individual who submitted the form;
 - f. a parent or guardian of a student *age thirteen years or younger* enrolled in the school district, provided the parent or guardian selected is not the individual who submitted the form;
 - g. a parent or guardian of a student *aged fourteen years or older* enrolled in the school district, provided the parent or guardian selected is not the individual who submitted the form;
 - h. a certified school librarian employed by such board or employed by another board of education in the state.

Community Relations/Instruction

Library Material Review and Reconsideration Policy

Material Review and Reconsideration Procedure (continued)

In cases where such form is submitted by a student enrolled in *grades nine to twelve*, inclusive, and when appropriate and at the discretion of the superintendent, a student enrolled in grades nine to twelve, inclusive, may serve on the review committee if such student did not submit the reconsideration form, provided the superintendent consults with the principal of the school involved in such reconsideration request prior to making this determination whether to include such student on the review committee.

4. The **review committee** shall evaluate the request for reconsideration form by reading the challenged material in its entirety and evaluating the challenged material against the school district's *Collection Development and Maintenance Policy*.
5. The **review committee** shall make a *written decision* on whether to remove the challenged material *within sixty school days* from the date of receiving such request and provide a copy of the committee's decision and report to *the individual with a vested interest who submitted the form and to the principal of the school*.
6. The individual with a vested interest who submitted the *request for reconsideration form* may appeal to the *review committee's decision* to the local or regional board of education for the school district. The Board shall determine whether the reconsideration process was followed and publish the decision on the school district's website.

General Provisions

Any school library media specialist or school library staff member who, in good faith, implements the policies described in this section shall be immune from any liability, civil or criminal, that might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding that results from such implementation.

Policy adopted:

cps 6/25

Griswold Public Schools

Request for Reconsideration of Library Books/Materials

Title _____

Author _____ Publisher _____

This request was initiated by

☐ Parent/Guardian

☐ Student

☐ Other (please specify) _____

The material is best described as a:

☐ Book

☐ Video or Online Content

☐ Periodical/Magazine

☐ Other Media. Please specify _____

Please answer the following questions:

1. Did you read, view, or listen to the entire work? If not, what parts did you examine?

2. In what specific ways do you think this work is inappropriate for students?

3. What have you been told about the educational purpose of this material?

4. What do you believe is the theme or purpose of this material?

5. For what age group would you recommend this material?

6. Are you aware of the judgment of this work by literary critics and/or professional educators/organizations?

7. What are the valuable aspects of this material?

8. What do you feel may be the results of students reading, listening to, or viewing this material?

9. What work/material of equal or superior value would you recommend replacing the one in question?

10. Please explain your reasons for your objection:

Signature of Complainant

Date

GRISWOLD PUBLIC SCHOOLS
GRISWOLD CONNECTICUT

Request for Appeal of Reconsideration of Library and Other Educational Materials Decision

Full Legal Name: _____ **Title of Material:** _____

Address: _____ **Telephone Number:** _____

Author: _____ **Publisher:** _____

Date the Reconsideration Decision was communicated to you: _____

Please explain why you are appealing against this decision:

How do you believe the review committee failed to follow the reconsideration process?

Are you submitting any documentation with this appeal? If so, please list/describe supporting documents:

The _____ Board of Education shall determine whether the reconsideration process was followed and will publish the decision on the internet web site of the school district.

GRISWOLD PUBLIC SCHOOLS
GRISWOLD CONNECTICUT

Sample Letter to Complainant

Date: _____

Complainant Name
Address Line 1
Address Line 2

Dear [Complainant's Name],

Thank you for bringing your concerns regarding one of our school's library materials to our attention. In accordance with Connecticut state law, our school has a procedure in place to adjudicate concerns and reconsideration requests.

To facilitate this review, we kindly request that you submit a *Request for Reconsideration of Library Books and Materials* form to clearly identify the specific content you find objectionable and describe the nature of your concerns. Once your submission is received, it will be forwarded to the District Library Review Committee for formal consideration. The Committee's review process includes thoroughly reviewing the material, assessing its educational value, and addressing all concerns raised.

If you have any questions or require assistance with this process, please do not hesitate to contact me at [phone number or email address].

Thank you for engaging with us to support a thoughtful and responsible approach to creating libraries that meet the needs of all students.

Sincerely,

[Your Name]
[Your "Vested Interest" Identity]

A mandated policy.

Community Relations/Instruction

Library Collection Development and Maintenance Policy

The Griswold Board of Education recognizes that library and other education materials should be provided for the interest, information and enlightenment of all students, and represent a wide range of varied and diverging viewpoints in the collection as a whole.

Students shall have access to the library and other educational material that is relevant to the research, independent reading interests, and educational needs of students based on a student's age, development, or grade level.

The library media center is an important place for voluntary inquiry, the dissemination of information and ideas, and the promotion of free expression and free access to ideas by students.

A school library media specialist is professionally trained to curate and develop a collection that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational material.

The Griswold Board of Education directs the Superintendent to create an administrative regulation that establishes a procedure for a certified school library media specialist to continually review library and other educational material within a school library media center using professionally accepted standards which shall include, but need not be limited to: the material's relevance, physical condition of the material, availability of duplicates or copies of the material, availability of more recent age-appropriate or grade-level appropriate material and continued demand for the material.

Policy adopted:

cps 6/25

A sample regulation.

Community Relations/Instruction

Library Collection Development and Maintenance

Purpose:

This regulation establishes a procedure for certified school library media specialists to continually review library and other educational materials within a school library media center to ensure that they are relevant, in good condition, and age- or grade-level-appropriate.

General Procedure:

Using the criteria identified below and their professional judgment, the school library media specialist shall conduct a systematic review of the library's collection:

1. Material relevance

- a. Consult with instructional staff to determine whether the material is still useful and has up-to-date information.
- b. Evaluate usage data to assess the material's relevance to student interests and research needs.

2. Physical condition of the material

- a. Assess whether the material is damaged or worn beyond reasonable use.

3. Availability of duplicates or copies of the material

- a. Determine whether the availability of duplicates or multiple copies is justified based on usage statistics to avoid redundancy.

4. Availability of more recent age-appropriate or grade-level appropriate material

- a. Investigate the availability of newer editions or versions that offer more current and accurate information by considering awards and recommended lists for recently recognized literature.
- b. Ensure that any new material uses language that is appropriate for the reading level of students in the targeted grade range and developmental levels.
- c. Evaluate whether the new material's treatment of difficult or sensitive subjects (e.g., death, mental health, violence, sexuality) is in a developmentally appropriate way for the intended student audience.

5. Continued demand for the material

- a. Consult with instructional staff to determine whether the material continues to be cited or referred to for classroom instruction.
- b. Review usage data to determine whether the material is still being sought by students or teachers.

Regulation approved:

cps 6/25

This form is designed to provide guidance and should be revised by librarians to support their efforts.

**GRISWOLD PUBLIC SCHOOLS
GRISWOLD, CONNECTICUT**

Library and Other Educational Material Assessment Form

Title of the material: _____ **Date of Assessment:** _____
Author: _____ **Assessor:** _____
Date of Publication: _____

Material relevance:

- ☐ Consulted with knowledgeable staff member(s) or teacher(s)
☐ The language is appropriate for the reading level of students in the targeted grade range
☐ Material is up-to-date and accurate

Notes:

Physical condition of the material:

Condition rating:

- ☐ Excellent ☐ Good ☐ Fair ☐ Poor

Availability of duplicates or copies of the material:

Count of available copies: _____

Notes:

Availability of more recent age-appropriate or grade-level appropriate material:

If new material is available:

- ☐ It uses language appropriate for the reading level of students in the targeted grade range
☐ Presents difficult subjects (death, mental health, violence, sexuality etc.) in a developmentally appropriate way

Notes:

Continued demand for the material:

Describe the frequency with which the material is being accessed:

Determination:

☐ Retain ☐ Replace ☐ Remove

Explanation of decision and rationale

The school library media specialist shall complete the Library and Education Material Assessment Form when determining the removal or retention of a material. Assessment forms shall be maintained in the library center and made available upon request by individuals with vested interest.



A mandated policy.

Community Relations/Instruction

Library Display and Program Policy

Library displays and student programs are critical in serving as resources for voluntary inquiry, the dissemination of information and ideas, and promoting free expression and free access to ideas by students.

The Griswold Board of Education recognizes that library displays are provided for the interest, information and enlightenment of all students, represent a wide range of varied and diverging viewpoints, and provide access to content that is relevant to the research, independent interests and educational needs of students.

The Griswold Board of Education acknowledges that a school library media specialist is professionally trained to curate and develop displays and programs that shall provide students with access to the widest array of age-appropriate and grade-level-appropriate library and other educational materials.

Policy adopted:
cps 6/25

A sample policy to consider. (Federal regulations require a written code of conduct for employees engaged in the procurement process for the National School Lunch Program, School Breakfast Program and the Summer Food Services Program)

Business/Non-Instructional Operations

Food Service

Food Service Personnel - Code of Conduct

The following conduct is expected of all persons who are engaged in the award and administration of contracts supported by the Child Nutrition Program (CNP) funds. These programs include the National School Lunch Program, School Breakfast Program, Child and Adult Care Food Program, and Summer Food Service Program.

No employee, officer or agent of the Griswold School District shall participate in selection or in the award or administration of a contract supported by program funds if a conflict of interest, real or apparent, would be involved.

To ensure objective contractor performance and eliminate unfair competitive advantage, a person that develops or drafts specifications, requirements, statements of work, invitations, for bids, requests for proposals, contract terms and conditions of other documents for use by the child nutrition program in conducting procurement shall be excluded from competing for such procurements. Such persons are ineligible for such procurements regardless of the procurement method used.

Conflicts of interest arise when a school district employee:

1. Has a financial or other interest in the firm selected for the award;
2. Is an employee, officer, or agent of the firm selected for the award;
3. Has a member of the immediate family who is an employee, officer or agent of the firm selected for the award;
4. Is about to be employed by the firm selected for the award; or
5. Has a member of the immediate family who is about to be employed by the firm selected for the award.

The Griswold School District employees, officers or agents shall neither solicit nor accept gratuities, favors, or anything of material monetary value from contractors, potential contractors or parties to sub-agreements.

The purchase during the school day of any food or service from a contractor for individual use is prohibited.

Business/Non-Instructional Operations

Food Service

Food Service Personnel - Code of Conduct (continued)

Griswold Board of Education employees, officers and agents shall be governed by the following rules:

1. The purchase during the school day of any food or service from a contractor for individual use is prohibited.
2. The removal of any food, supplies, equipment or school property, such as official records, recipe books, and the like is prohibited unless express permission of the Food Service Coordinator/Business Manager/Cafeteria Supervisor has been granted.
3. The outside sale of such items as used oil, empty cans and the like will be sold by contract between the Griswold School District and the outside agency.
4. Individual sales by any school person to an outside agency or other school person are prohibited.

Failure of any employee to abide by this Code of Conduct could result in a fine, suspension or dismissal.

Resolution of Controversies

Any actual or proposed supplier who is aggrieved in connection with a proposed purchase may protest to the Superintendent or his/her designee.

1. The protest shall be in writing.
2. The protest shall be delivered within 10 days of the action which is being aggrieved.
3. A hearing will be scheduled within 15 days of receipt of protest.
4. The proposed purchase will be delayed until the protest is resolved unless the delay will result in disruption of meal service to children. In the event it is determined that the purchase is necessary, an emergency shall be declared by the Superintendent/Assistant Superintendent for Business/purchasing agent and emergency purchase procedures will be followed until protest resolution.
5. The decision of the hearing officer shall be in writing and shall be delivered to the aggrieved supplier with proof of delivery required.
6. The aggrieved supplier shall be notified that an appeal of the hearing officer's decision is possible. The appeal request should be written and addressed to the Board of Education.

Business/Non-Instructional Operations

Food Service

Public Access to Procurement Information

1. Procurement information shall be a public record to the extent provided in Connecticut's Freedom of Information law.
2. All bid/offers shall be taken under advisement. Between the time an IFB/RFP is opened and awarded it may be viewed by any company or individual who entered a response, to the proposed intent to purchase.
 - a. Any supplier providing information, as a part of a proposal or offer shall stamp each page or sealed envelope, which they consider proprietary information, "not for public release."
 - b. Should the school district receive a request to release this marked information the supplier shall be notified within 24 hours and given 10 working days to obtain a court order to stop release.
 - c. In 10 working days the party requesting the information shall be provided a copy of the court order or instructions on when the information may be reviewed.
3. After acceptance, procurement information is available to the general public except as noted above.

(cf. 3320 – Purchasing Procedures)

(cf. 3323 – Soliciting Prices, Bids)

(cf. 3326 – Ordering Goods and Services, Paying for Goods and Services)

(cf. 3542 – School Lunch Service)

(cf. 3542.31 – Participation in the Nutritional School Lunch Program)

(cf. 3542.33 – Food Sales Other Than National School Lunch Program)

(cf. 3542.34 – Nutrition Program)

(cf. 4118.13/4218.13 – Conflict of Interest)

(cf. 6142.101 – Student Nutrition and Physical Wellness, School Wellness)

Legal Reference: Connecticut General Statutes

10-215 Lunches, breakfasts and other feeding programs for public school children and employees.

10-215a Nonpublic school and nonprofit agency participation in feeding programs.

10-215b Duties of State Board of Education re feeding programs.

Business/Non-Instructional Operations

Food Service

Legal Reference: Connecticut General Statutes (continued)
10-216 Payment of expenses.
State Board of Education Regulations
10-215b-1 School lunch and nutrition programs.
10-215b-11 Requirement for meals.
10-215b-12 Reimbursement payments. (including free and reduced price meals)
Child Nutrition and WIC Reauthorization Act of 2004, 42 U.S.C. Section 1751.
School Lunch and Breakfast Programs 42 U.S.C. Section 1751 et seq.
National Food Service Programs, Title 7 Code of Federal Regulations, 7 CFR Part 210, Part 220, Part 215, Part 245.
42 U.S.C. Sec. 1758(h)/7 CFR Sect 210.13, 220.7 (School Food Safety Inspections).
Federal Register (74 Fed. Reg. 66213) amending federal regulations (7 CFR Part 210 and 220).
P.L. 111-296 Healthy, Hunger-Free Kids Act of 2010 (HHFKA), 42 U.S.C. 1751
7 CFR Parts 210 & 220 – Nutrition Standards in the National School Lunch & School Breakfast Programs.
Nondiscrimination on the Basis of Handicap in Programs or Activities
Title 7 Chapter 11 of the Code of Federal Regulation Federal Management Circular A- 102, Attachment 0 FNS Instruction 796-1 Revision 2.
2 CFR 200.318 General Procurement Standards

Policy adopted:
cps 6/15
rev 1/16

A mandated policy to consider if not covered in negotiated agreements.

Personnel -- Certified

Reduction in Teaching Staff

1. General

Under Section 10-220 and 10-4A of the Connecticut General Statutes, the Board of Education has the responsibility to maintain good public elementary and secondary schools and to implement the educational interests of the State. However, recognizing also that it may become necessary to eliminate professional staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such eliminations become necessary.

2. Reasons for Elimination of Teaching Positions

The Board of Education has the sole and exclusive prerogative to eliminate professional staff positions consistent with the provisions of statute, providing such elimination does not result in the failure in its duty as a State agency to implement the educational interests of the State, and to provide good public elementary and secondary schools.

Elimination of professional staff positions may result from decreases in student enrollment, changes in curriculum, severe financial conditions, or other circumstances as determined by the Board of Education.

Professional staff members will be dismissed under this policy only when authorized by the Board of Education, and only within the provisions of the following procedure.

3. Definitions

- a. As outlined herein, the term teacher shall apply to any employee of the Board of Education who holds a regular certificate issued by the Connecticut State Board of Education, and is employed in a teaching or administrative position below the rank of Superintendent.
- b. Tenure – as defined by Connecticut General Statutes
- c. Non-Tenure – as defined by Connecticut General Statutes

Personnel -- Certified

Reduction in Teaching Staff (continued)

4. Procedure

- a. Prior to commencing action to terminate teachers' contracts under this procedure, the Board of Education will give every consideration to its ability to effectuate possible and/or reduction in staff by:
 1. Voluntary retirements.
 2. Voluntary resignations.
 3. Transfer of existing staff members.
- b. Elimination of professional staff positions.
 1. Non-tenured teachers will be terminated before tenured teachers.
 2. Within the category of non-tenured teachers, the administration will recommend the teacher to be terminated on the basis of performance evaluation.
 3. Tenured teachers with the greatest number of unbroken years of employment in the Griswold Public Schools will be retained.
 4. Appropriate certification requirements must be met in each consideration.

5. Policy Provision Not Applicable to Promotions

Nothing herein shall require the promotion of a teacher to a position of higher rank, authority, or compensation, although the teacher whose contract is to be terminated is qualified and/or certified for the promotional position.

Legal Reference: Connecticut General Statutes

10-4a Educational interests of the state identified

10-151 Employment of teachers. Notice and hearing on termination of contract.

10-220 Duties of boards of education

Policy adopted:

A mandated policy.

Students

Educational Opportunities for Military Children

In an effort to facilitate the placement, enrollment, graduation, data collection and provision of special services for students transferring into or out of the District because of their parents being on active duty in the U.S. Armed Services, the District supports and will implement its responsibilities as outlined in the *Interstate Compact on Educational Opportunity for Military Children*. The Board of Education believes it is appropriate to remove barriers to educational success imposed on children of military families because of their parents' frequent moves and deployment.

Definitions

Children of military families means school aged children, enrolled in kindergarten through 12th grade, in the household of an active duty member of the uniformed service of the United States, including members of the National Guard and Reserve.

Deployment means the period one month before the service members' departure from their home station on military orders through six months after return to their home station.

Education(al) records means official records, files, and data directly related to a student and maintained by the school including, but not limited to, records encompassing all the material kept in the student's cumulative folder.

The requirements, applicable to eligible students, which must be fulfilled, are listed below. Eligible students are those who are children of active duty personnel, active duty personnel or veterans who have been severely injured and medically discharged, and active duty personnel who die on active duty within one year of service. Students are not eligible for the provisions of the *Compact* if they are children of inactive Guard or Reserves, retired personnel, veterans not included above or U.S. Department of Defense personnel and other federal civil service employees and contract employees.

The District's responsibilities to eligible children include the following:

- Sending schools must send either official or unofficial records with the moving students and District receiving schools must use those records for immediate enrollment and educational placement.
- Simultaneously, the receiving school must request official records and the sending schools shall respond within 10 days with the records.
- Immunization requirements of the District may be met within 30 days from the date of enrollment (or be in progress).

Students

Educational Opportunities for Military Children (continued)

- Receiving schools must honor placement of students in all courses from the sending school. These include, but are not limited to, Honors, International Baccalaureate, Advanced Placement, vocational-technical, and career pathway courses if those courses are offered in the receiving school.
- In compliance with federal law, special education students must be placed by the existing IEP with reasonable accommodations in the receiving school.
- If a child of a member of the armed forces is enrolled in a school under the jurisdiction the district, and such member has received military orders directing them from such town, or any other documents from the armed forces indicating a change of residency from such town during the school year, the child may continue to be enrolled in the school until the end of the school year while such member remains a member of the armed forces, except that any such child in grade eleven may continue to be enrolled in the school for an additional school year while such member remains a member of the armed forces
- The District will exercise, as deemed appropriate, the right to waive prerequisites for all courses and programs, while also maintaining its right to re-evaluate the student to ensure continued enrollment, as deemed appropriate.
- Students of active-duty personnel shall have additional excused absences at the discretion of the District for visitations relative to leave or deployment.

Alternate language for above:

- A one-day absence is provided for students when their parent/guardian is deployed into active military service.
- A one-day absence is provided for students when their parent/guardian returns from active military service or deployment.
- A student whose parent or legal guardian has been called to duty for, is on leave from, or immediately returned from deployment to; a combat zone or combat support posting shall be granted additional excused absences at the discretion of the Superintendent or his/her designee.
- Absences related to a student visiting with his/her parent, related to leave or deployment activities, may be excused by the District. The district will permit no more than ____ excused absences per year for this purpose. *(Note: The local district may specify in its policy how many excused absences are permitted.)*

Students

Educational Opportunities for Military Children

Alternate language for above: (continued)

- An eligible student living with a noncustodial parent or other person standing in loco parentis shall be permitted to attend the school in which he or she was enrolled while living without the custodial parent without any tuition fee imposed.
- The District high school will accept exit, or end-of-year exams required from the sending state, national norm-referenced tests, or alternate testing instead of testing requirements for graduation in the District (receiving state). If this is not possible, the alternative provision of the Interstate Compact shall be followed to facilitate the on-time graduation of the student in accordance with Compact provisions.

(cf. 5111 – Admission)
(cf. 5113 – Attendance and Excuses)
(cf. 5123 – Promotion/Retention)
(cf. 5125 – Student Records; Confidentiality)
(cf. 5141.3 – Health Assessments and Immunizations)
(cf. 6146 – Graduation Requirements)
(cf. 6171 – Special Education)

Legal Reference: Connecticut General Statutes

10-15f Interstate Compact on Educational Opportunity for Military Children

Public Act 25-15 An Act Concerning Various Measures Recognizing and Honoring the Military Service of the Armed Forces in Connecticut. (Section 7)

Policy adopted:

rev 11/11

rev 7/25

Instruction

Comparability of Services for Title I Schools

The equivalent distribution of District resources is one means the District shall use to ensure all students receive a quality education. This policy demonstrates the District's commitment to ensure that no discrimination occurs in the distribution of resources funded by state and local sources, regardless of the receipt of federal funds.

Therefore, it is the policy of the Griswold Board of Education to ensure comparability of services funded by state and local sources in both Title I schools and non-Title I schools.

State and local funds will be used in schools receiving Title I funds to provide services that, taken as a whole, are at least comparable to services in schools that are not receiving Title I funds, or if all schools receive Title I funds, to provide services that are substantially comparable in each school.

The Board acknowledges that comparability may be measured on a grade-span by grade-span basis or on a school-by-school basis.

Districts, per the ESSA comparability requirement, must demonstrate that schools that receive Title I funds get at least as much state and local funding as schools that do not receive Title I dollars.

The Griswold Board of Education has established and implemented:

- a. a district-wide salary schedule
- b. a policy to ensure equivalence among schools in teachers, administrators and other staff; and
- c. a policy to ensure equivalence among schools in providing curriculum materials and instructional supplies.

Legal Reference: Title I Improving the Academic Achievement of the Disadvantaged, as implemented by Every Student Succeeds Act, P.L. 114-95, Section 1118c of Title I, ESEA/ESSA
20 U.S.C. Section 6321(c)
Agostini v. Felton 521 U.S. 103 (1997)



District Goals & Building Goals Griswold Board of Education September 11th, 2025

GRISWOLD *FORWARD* THROUGHLINE

- Building administrators developed their own goals based on the district/board goals
- Each building also identified a reading and math goal for the 2025-2026 school year
- Evaluation plans are linked to these goals to establish a throughline from the district goals to the building goals
- We will be providing updates to the Board throughout the school on year on these goals
- Each building also developed a reading and math goal for the year

Griswold Forward



District & Board Goals

1

GOAL 1 SEL

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

GOAL 2 P/B Learning

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

GOAL 3 Tier 1

Griswold Public Schools will explore and implement research-based instruction to improve outcomes for all Griswold students.

Griswold Forward



Griswold Elementary School

Goals for 2025-2026

Griswold Forward



Griswold Elementary School

1

GOAL 1 SEL

By June 2026, GES will reduce chronic absenteeism by 15% by prioritizing Kindness in the Classroom as our Tier 1 SEL program, alongside targeted attendance interventions, family outreach, and incentives that foster a positive school culture and climate.

2

GOAL 2 P/B Learning

By June 2026, every GES grade level will embed personalized and blended learning into teacher-selected units, aiming for a 15% increase in student achievement and growth on AIMSweb Reading and Math data.

3

GOAL 3 TIER 1

By June 2026, GES teachers will use universal, research-based Tier 1 instructional strategies, aiming for a 15% increase in student achievement and growth, as measured by district benchmark assessments in reading and math.

Griswold Forward



Griswold Elementary: Reading & Math Goals



READING GOAL

By the end of the 2025-2026 school year, Griswold Elementary School will increase the percentage of students meeting or exceeding proficiency on the SBAC Reading assessment by 5%, through focused literacy instruction and targeted reading interventions.

MATH GOAL

By the end of the 2025-2026 school year, Griswold Elementary School will increase the percentage of students meeting or exceeding proficiency on the SBAC Math assessment by 5%, through targeted instruction and intervention strategies.

Griswold Forward





Griswold Middle School

Goals for 2025-2026

Griswold Forward



Griswold Middle School

1

GOAL 1 SEL

By June 2026, GMS will reduce behavioral referrals by 10% by implementing Second Step SEL curriculum through our CREW advisory program.

2

GOAL 2 P/B Learning

By June 2026, overall student achievement and growth will increase by 10%, as measured by AIMSweb data and interim assessment results as a result of teachers developing and implementing personalized blended learning units tailored to meet the diverse needs of their students.

3

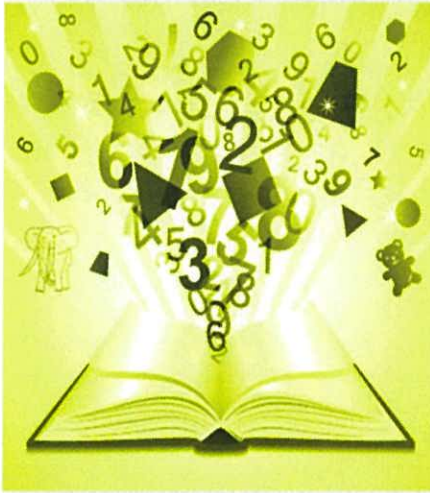
GOAL 3 TIER 1

By June 2026, overall student achievement and growth will increase by 10% as indicated by AIMSweb data as a result of all teachers consistently implementing universal, research-based Tier 1 instructional and behavioral strategies

Griswold Forward



Griswold Middle: Reading & Math Goals



READING GOAL

By the end of the 2025-2026 school year, Griswold Middle School will increase the percentage of students meeting or exceeding proficiency on the SBAC Reading assessment by 5%, through focused literacy instruction and targeted reading interventions

MATH GOAL

By the end of the 2025-2026 school year, Griswold Middle School will increase the percentage of students meeting or exceeding proficiency on the SBAC Math assessment by 10%, through targeted instruction and intervention strategies.

Griswold Forward



Griswold High School

Goals for 2025-2026

Griswold Forward



Griswold High School

1

GOAL 1 SEL

Griswold High School will deliberately integrate School Connect across all classrooms and curricula, quarterly surveys will be sent to students with a 20% increase in positive response over the academic year. Griswold High School will see a 15% decrease in behavioral referrals as recorded by Ed Handbook.

2

GOAL 2 P/B Learning

By June 2026, 100% of Griswold High School teachers will implement at least two blended or personalized learning strategies per semester to boost student engagement and agency. Success is measured by observing these strategies in at least 80% of classrooms visited and achieving a 10% increase from students' 9th-grade PSAT scores on the P/SAT, AimsWEB, and NGSS

3

GOAL 3 TIER 1

By June 2026, all Griswold High School teachers will implement research-based instructional strategies that enhance rigor, cognitive engagement, and inclusivity. Success will be measured by evidence of Tier 1 practices in 90% of classrooms, as observed through walk-thru data, and data tracking and biweekly progress monitoring for all Tier 2 and 3 students, with targeted interventions and growth reviewed every eight weeks.

Griswold Forward



Griswold High : Reading & Math Goals



READING GOAL

By the end of the academic year, the average PSAT→SAT reading score for our high school students will increase in the range of 50-100 points from their current score, by reviewing College Board data and implementing targeted reading interventions and practice assessments.

MATH GOAL

By the end of the academic year, the average PSAT→SAT math score for our high school students will increase in the range of 50-100 points from their current score, by reviewing College Board data and implementing targeted reading interventions and practice assessments.

Griswold Forward



QUESTIONS AND ANSWERS



Griswold Forward





New Faculty and Staff **Griswold Board of Education** **September 11th, 2025**

Griswold Forward



WELCOME NEW FACULTY & STAFF

NEW FACULTY & STAFF



GRISWOLD 2025 - 2026

YouTube <https://youtu.be/RAcGxmmbRzU>

Griswold Forward



ALSO WELCOME

Tessa St. Germain – 4th Grade LA Teacher, GES

Megan Petrone – 4th Grade LA Teacher, GES

Rebecca Wnek – Health Assistant, GMS

Emily Chadwick – Paraeducator, GES

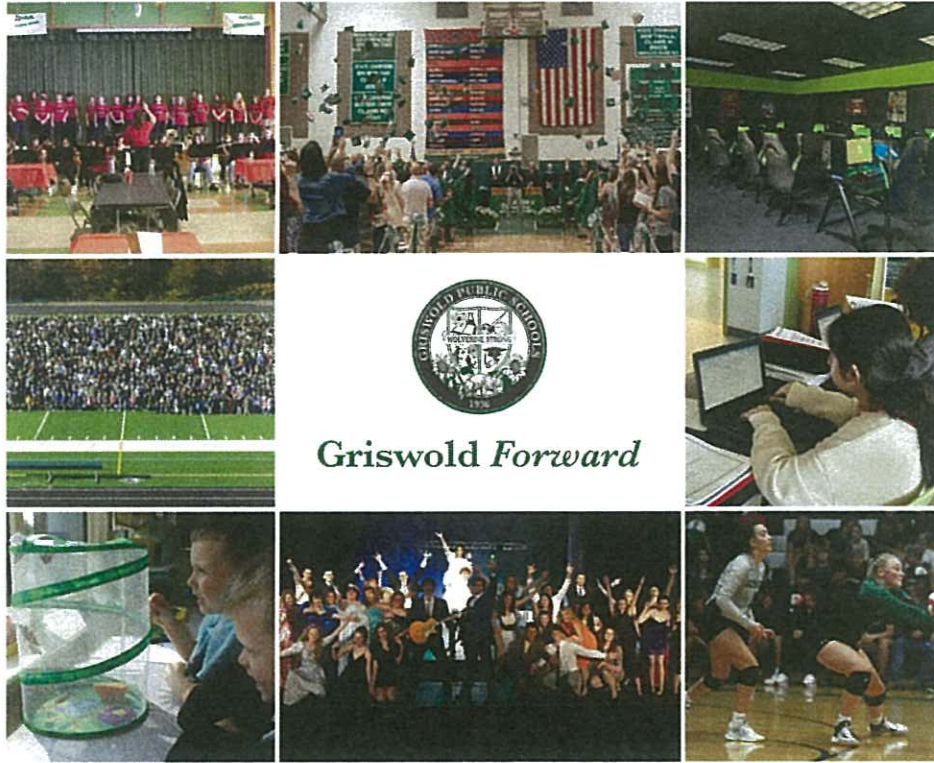
Brooke Hagerman – Paraeducator, GES

Abigail Goff – Paraeducator, GMS

Michael Connors – Custodian, GHS

Griswold Forward





SCHOOL CLIMATE DATA
Griswold Board of Education
September 11th, 2025

OVERVIEW

- GPS released school climate and culture surveys to all families, students, and faculty and staff in May, 2024.
- The surveys were online for participation until June 30th, 2024.
- This presentation provides an overview of the results.
- District and building administrators are reviewing and analyzing results.
- Survey results will help guide administration to address concerns and to make improvements.
- This presentation was shared with the Griswold Board of Education, and with the District Health and Safety Committee.

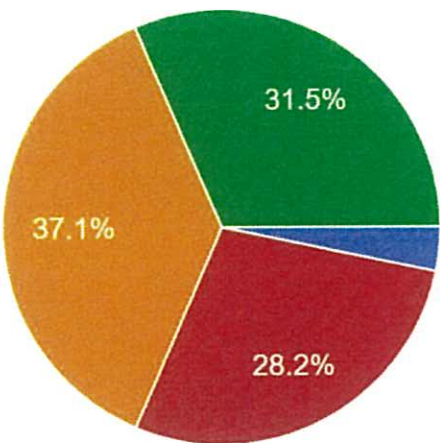
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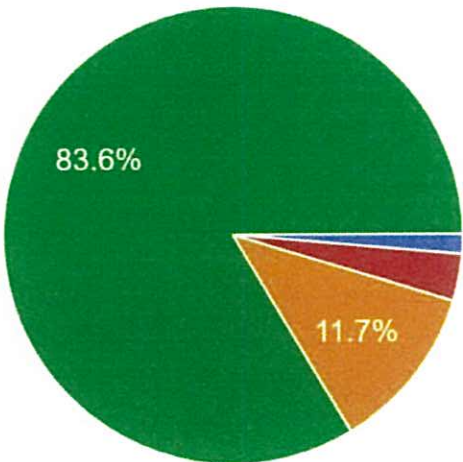
GES Student Responses

- Never
- Sometimes
- Often
- Always

I like school.
213 responses



My school has clear rules for behavior.
213 responses



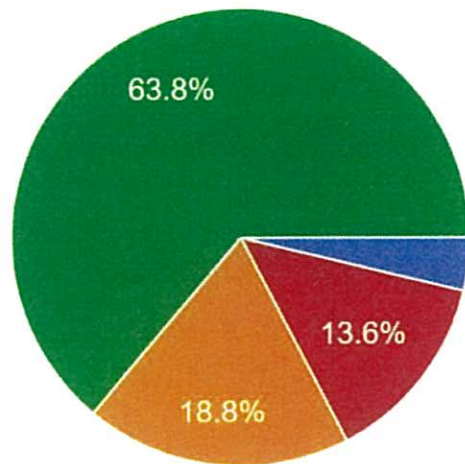
Griswold *Forward*



- Never
- Sometimes
- Often
- Always

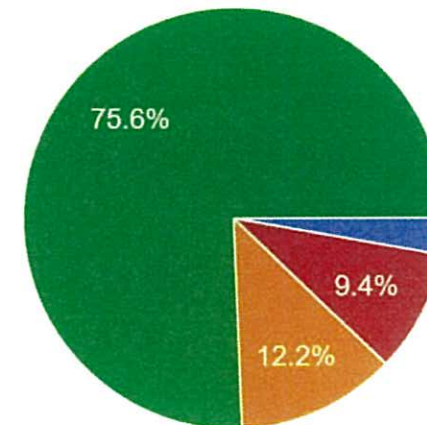
I feel safe at school.

213 responses



There is an adult at my school who will help me if I need it.

213 responses



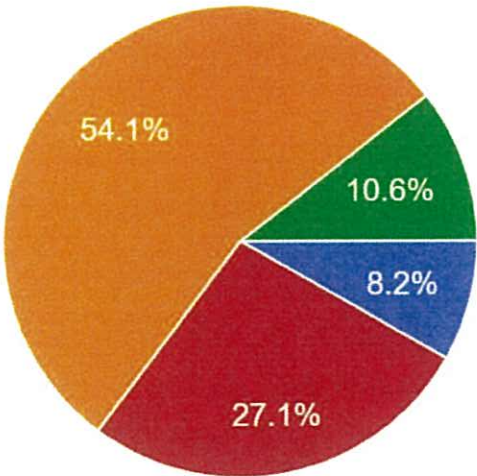
Griswold *Forward*



GMS Student Responses

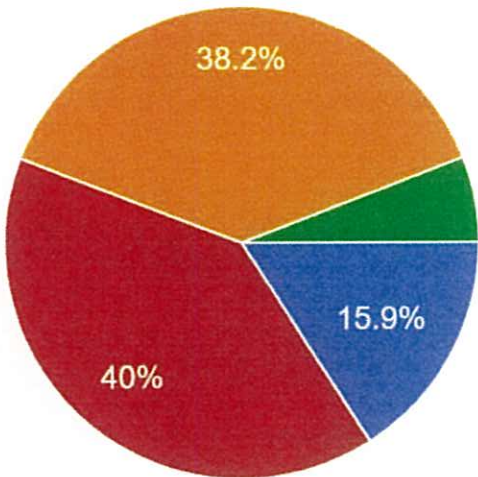
I like school.

170 responses



I feel successful at school.

170 responses



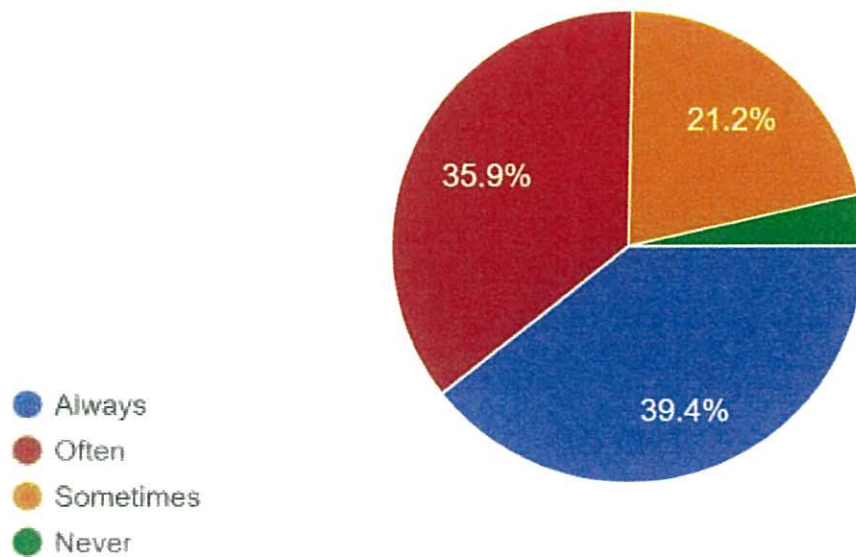
- Always
- Often
- Sometimes
- Never

Griswold *Forward*



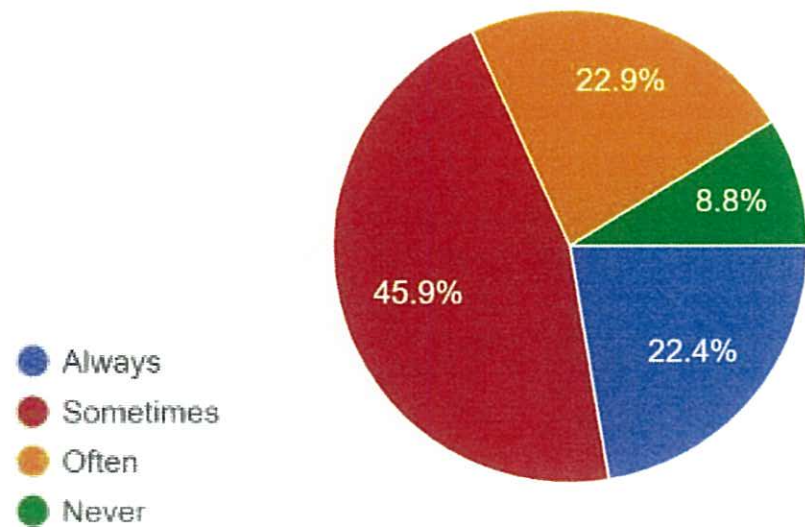
My school sets clear rules for behavior.

170 responses



School is a place at which I feel safe.

170 responses



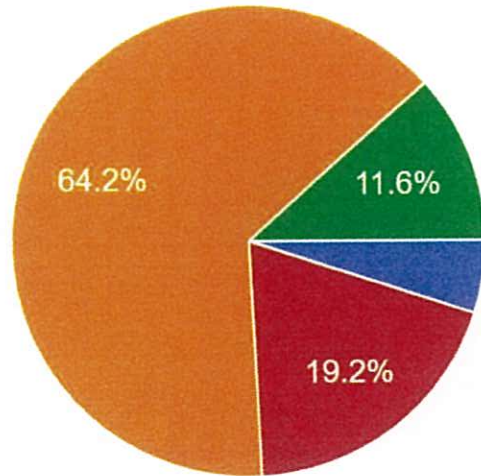
Griswold Forward



GHS Student Responses

I feel successful at school.

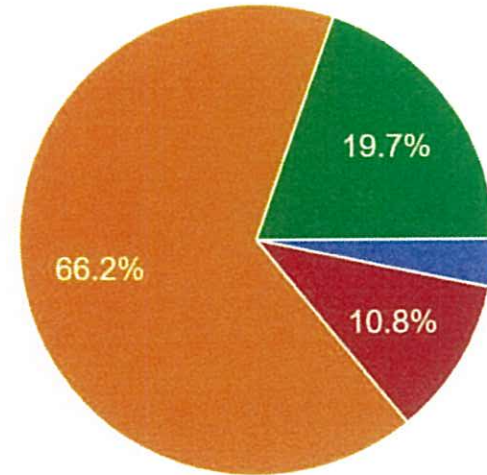
302 responses



- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

My school sets clear rules for behavior.

305 responses



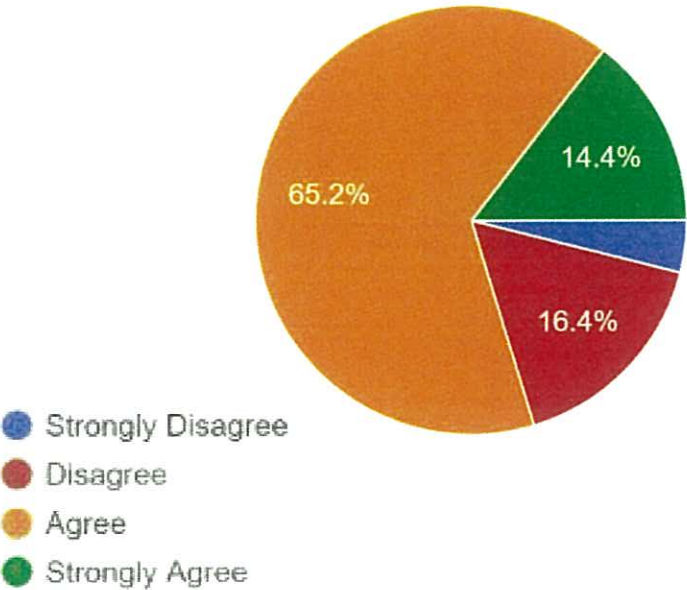
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Griswold Forward



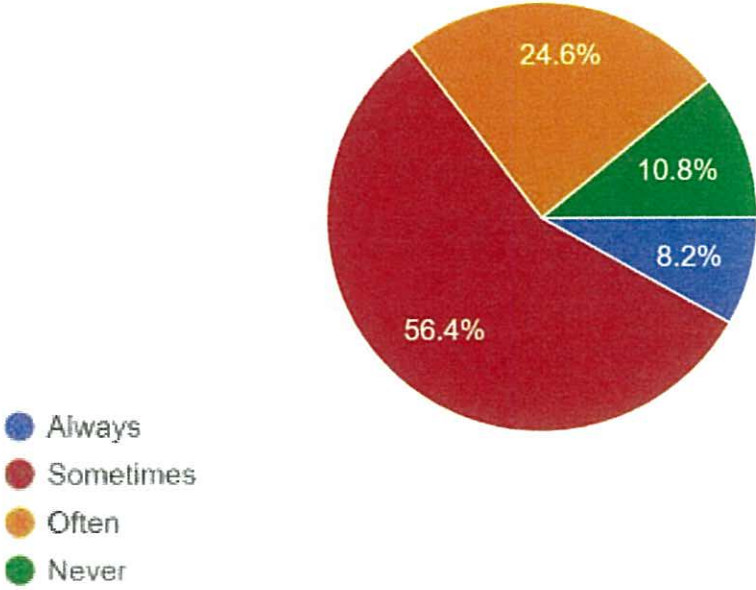
I feel my school has high standards for achievement.

305 responses



Students are frequently recognized for good behavior.

305 responses



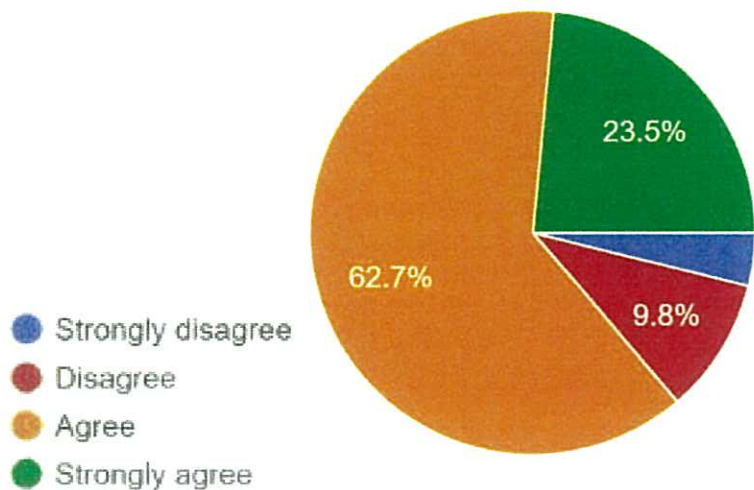
Griswold *Forward*



GES Staff Responses

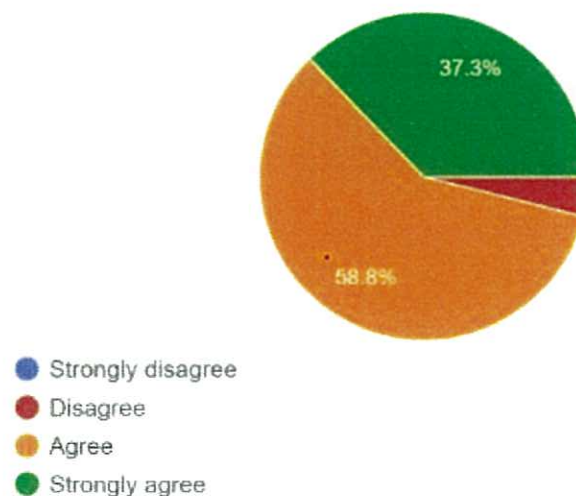
3. I feel like I am an important part of my school.

51 responses



7. Teachers at my school frequently recognize students for good behavior.

51 responses

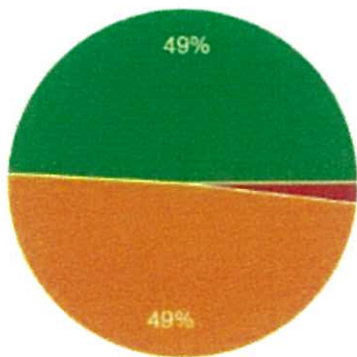


Griswold *Forward*



11. Teachers at my school treat students fairly regardless of race, ethnicity, or culture.

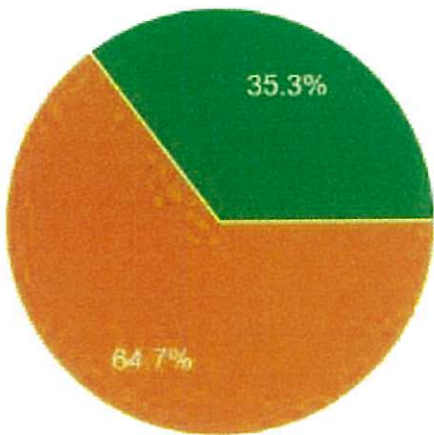
51 responses



- Strongly disagree
 - Disagree
 - Agree
 - Strongly agree
- Strongly disagree
 - Disagree
 - Agree
 - Strongly agree

19. I feel safe at my school.

51 responses



- Strongly disagree
- Disagree
- Agree
- Strongly agree

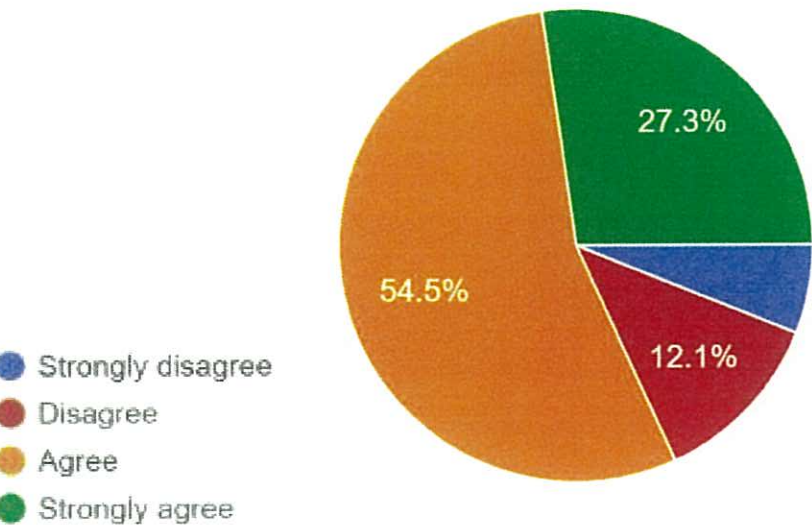
Griswold *Forward*



GMS Staff Responses

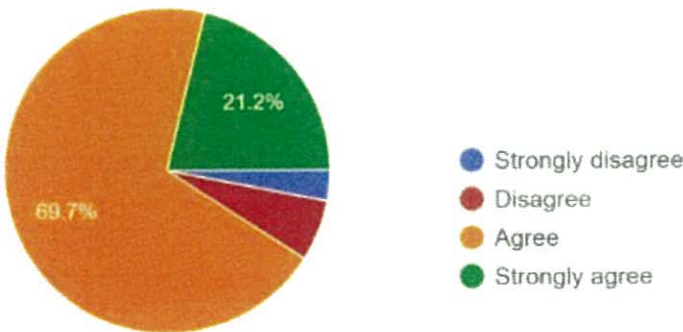
3. I feel like I am an important part of my school.

33 responses



7. Teachers at my school frequently recognize students for good behavior.

33 responses

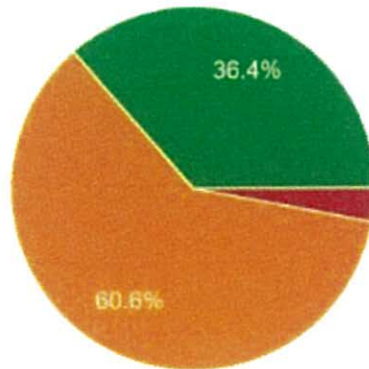


Griswold *Forward*



11. Teachers at my school treat students fairly regardless of race, ethnicity, or culture.

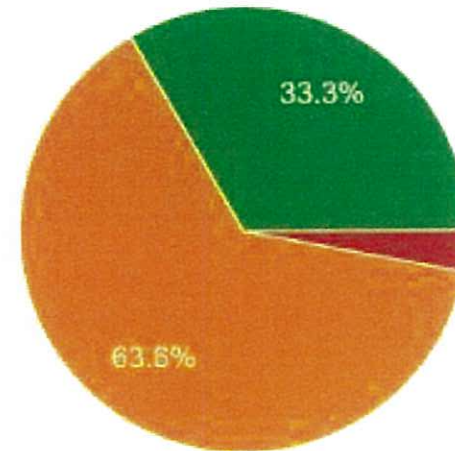
33 responses



- Strongly disagree
- Disagree
- Agree
- Strongly agree

19. I feel safe at my school.

33 responses



- Strongly disagree
- Disagree
- Agree
- Strongly agree

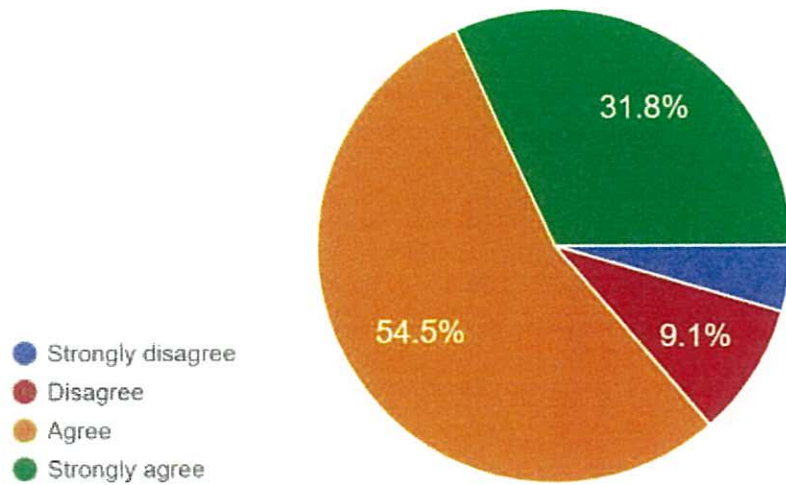
Griswold *Forward*



GHS Staff Responses

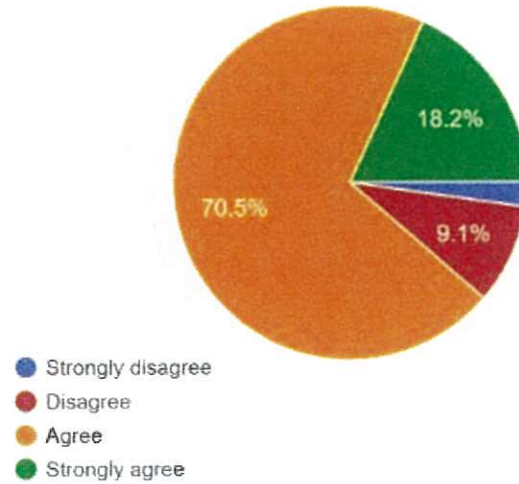
3. I feel like I am an important part of my school.

44 responses



7. Teachers at my school frequently recognize students for good behavior.

44 responses

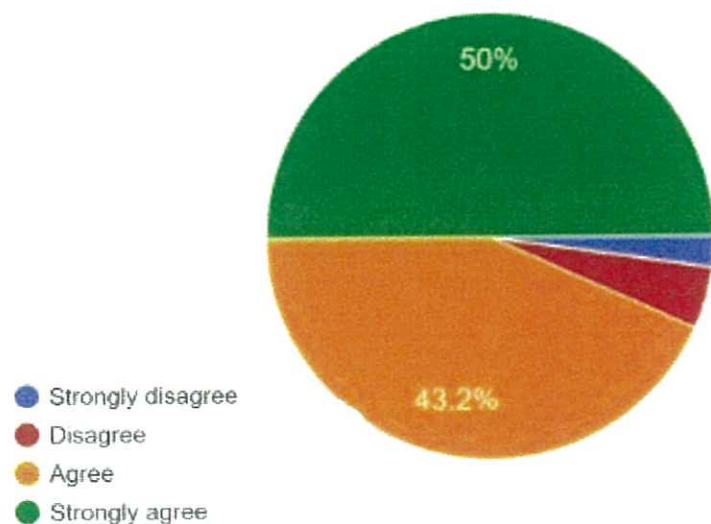


Griswold Forward



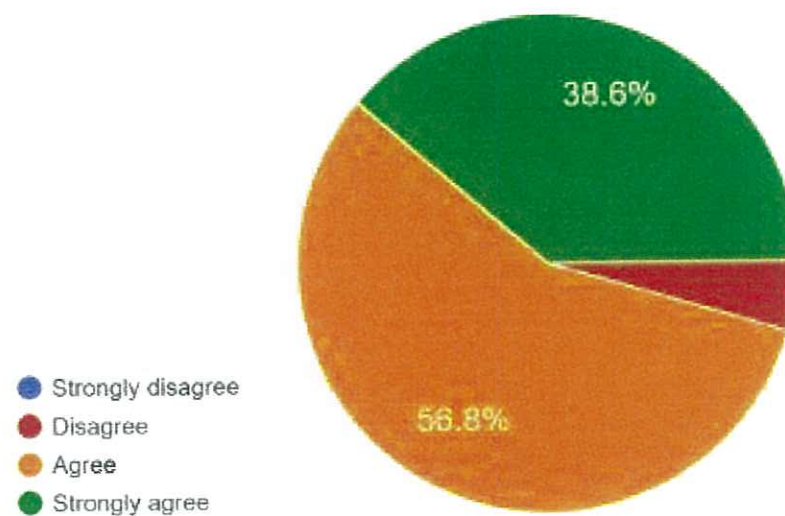
11. Teachers at my school treat students fairly regardless of race, ethnicity, or culture.

44 responses



19. I feel safe at my school.

44 responses



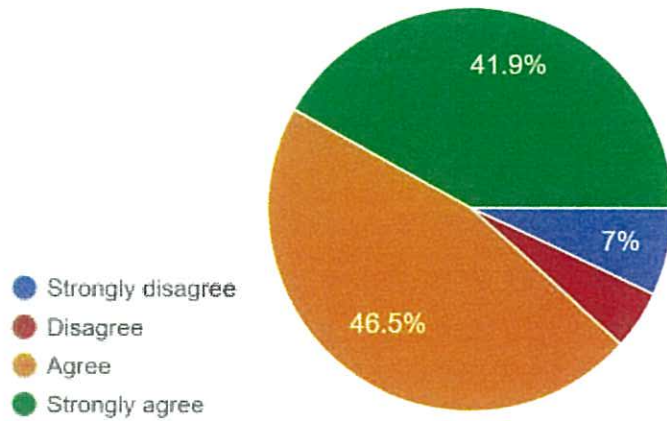
Griswold *Forward*



GES Families Responses

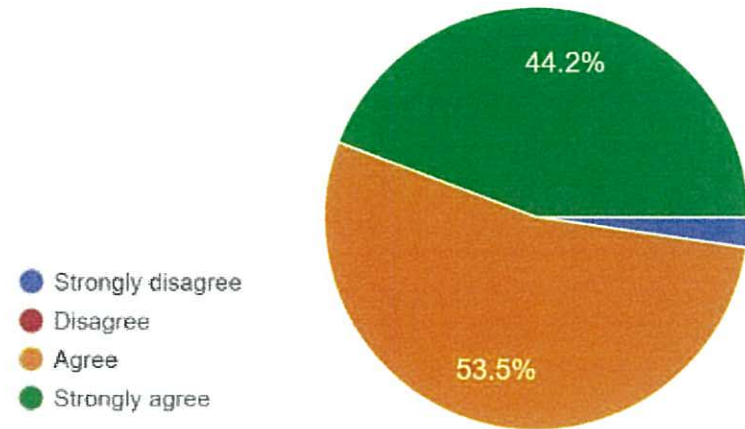
Staff at my student's school communicate well with parents.

43 responses



My student feels safe at school.

43 responses



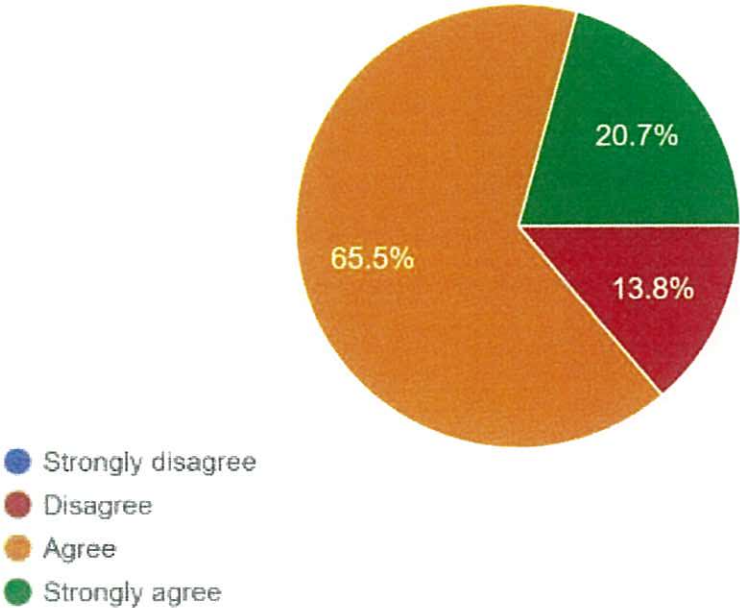
Griswold Forward



GMS Families Responses

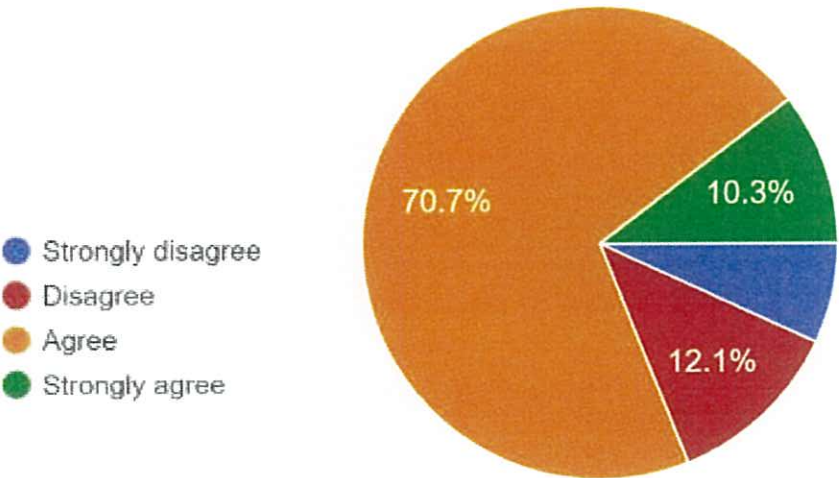
I feel comfortable talking to teachers at my student's school.

58 responses



My student feels safe at school.

58 responses



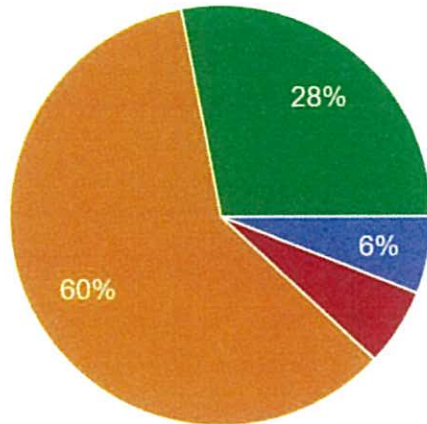
Griswold Forward



GHS Families Responses

I feel comfortable talking to teachers at my student's school.

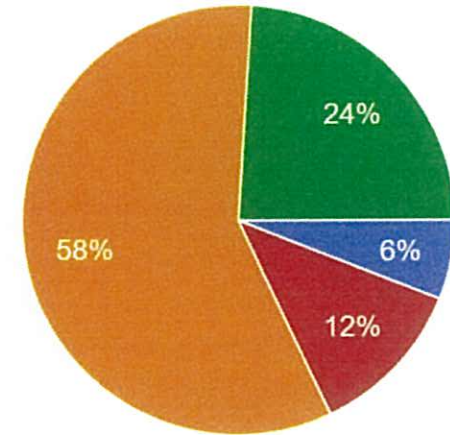
50 responses



- Strongly disagree
- Disagree
- Agree
- Strongly agree

My student feels safe at school.

50 responses



- Strongly disagree
- Disagree
- Agree
- Strongly agree

Griswold Forward





TLI Department Semi-Annual Department Report
Griswold Board of Education
September 11, 2025

Beginning of the Year Updates

- New teacher onboarding: Check-ins, planning meetings, and trainings
- Aimsweb Benchmark assessments underway
- SchoolAI 2.0 Training
- Exact Path Training
- Instructional technology support (Lexia, FunHub, etc.)

Next Steps

- Continue new teacher Onboarding
- Support for goal-setting
- Continue plans for SchoolAI implementation and for supporting core tools

Griswold *Forward*



Curriculum Updates

- **Social Studies & Library:**

- Initial curriculum professional learning and work session occurred on August 25
- Social studies teachers reviewed unit topics and selected priority and supporting standards
- Library Media Specialists met to preview work as new standards are forthcoming

- **Exploratory Areas:**

- Initial curriculum professional learning and work session occurred on August 26
- Teachers met K-12 to discuss and review updates to standards
- 3 year plan for revisions was shared and discussed

Next Steps

- TLI Department will collaborate with departments on drafting documents
- PD Days and fall work sessions

Griswold Forward



Reading Legislation and Grant Updates

K-3 Reading

- Implementing Bookworms ELA curriculum materials
- Literacy screenings in compliance with state legislation

Grant

- ISTE/Pinterest Digital Wellness Initiative Kick Off
- Beginning work with ISTE consultant on district action planning

Griswold *Forward*



VACANCIES

Certified Positions	Location	Closing Date
Psychologist, 1.0 FTE	GMS	Until Filled
Non-Certified Positions	Location	Closing Date
Secretary, Full-Time, 12-Months	GES	Until Filled
Paraeducators, Full-Time	GPS	Until Filled
Extra-Curricular Positions	Location	Closing Date
Softball Head Coach	GHS	Until Filled

RESIGNATIONS

Name	Location	Position	Effective Last Day
Upton-Pepin	GES	Teacher, Special Education, 1.0 FTE	August 22, 2025
Federico, Amanda	GES	Teacher, Elementary, Gr. 4, 1.0 FTE	August 20, 2025
Gladue, Cherie	GES	Paraeducator, Full-Time	August 21, 2025
Baker, Cordelia	GHS	Teacher, Art, 1.0 FTE	September 5 th , 2025
Chapados, Cheryl	GMS	Tutor, Full-Time	September 5 th , 2025
McCormack, Cady	GHS	Coach – Volleyball Assistant	August 25, 2025

APPOINTMENTS

Name	Location	Position	Effective Date	Salary/Rate
Petrone, Megan	GES	Elementary Teacher	August 25 th , 2025	Salary
St. Germain, Tessa	GES	Elementary Teacher	August 25 th , 2025	Salary
Brown, Chelsea	GHS	Custodian, F/T	August 26 th , 2025	Hourly
Connors, Michael	GHS	Custodian, F/T	August 26 th , 2025	Hourly
Shelton, Jordan	GES	Wolverine B/A School Instructor	August 26 th , 2025	Hourly
Goff, Abigail	GMS	Paraeducator, Full-Time	August 28 th , 2025	Hourly
Hagerman, Brooke	GES	Paraeducator, Full-Time	August 28 th , 2025	Hourly
Chadwick, Emily	GES	Paraeducator, Full-Time	August 28 th , 2025	Hourly
Christensen, Erik	GPS	Director of Fiscal & Personnel Services	October 1, 2025	Salary
Chapados, Cheryl	GES	Teacher, Special Education – K	September 8, 2025	Salary
Rizer, Samantha	GMS	Teacher, Art	September 22, 2025	Salary
Slonski, Samantha	GHS	Coach – Volleyball Assistant Volunteer	Fall 2025 Season	Stipend

Note: Erin Wraichette moved to GHS from GMS to fill the Art teaching vacancy and this opened a vacancy at Griswold Middle School, which was filled by Samantha Rizer.

September 11th, 2025

SUPERINTENDENT'S UPDATES

Special Meeting--September 11th, 2025

PROJECT/AREA	UPDATE
Capital Proposals  An orange square graphic with silhouettes of five people sitting around a table. In the center, the text "CAPITAL PLANNING COMMITTEE" is written in white, bold, capital letters.	• We are in the midst of compiling our list of capital committee proposals. • We are reviewing items and supporting paperwork. • We should have a list to present to the Board facilities subcommittee soon; we may have to schedule a special meeting in the next few weeks. • We are hoping to present the full list to the Board at the second meeting this month.
Ad Hoc Committee: Teaching, Learning & Innovation  A graphic with a grey background. It features the text "DEPARTMENT OF TEACHING, LEARNING & INNOVATION" in large, bold, blue and green letters. Above this text, there are smaller words like "Intelligence", "Evolution", "Inspiration", "Ideas", and "Vision". A hand is shown holding a small white card with the word "Innovation" written on it.	• In speaking with the chair, Mrs. Malin, we thought it would be a good opportunity to bring forward the possibility of a new Ad Hoc Subcommittee, Teaching, Learning, and Innovation. • This committee would be a hybrid of curriculum, academic, and instructional programming committee. • Subcommittees offer more direct opportunities for dialogue and exchanges. • Ideally, this committee would be quarterly and as needed.

BOE PACKETS



- It would be beneficial to revisit our assembly and distribution of Board packets.
- What I am proposing is the following:
 - For BOE members that still want a hardcopy of the packet, not a problem. We can provide one.
 - For BOE members who are OK with just a digital copy, we can provide you with a device or we can work with the technology department to ensure that you have smooth internet access.
- This would be up to individual Board members.

CABE/CONVENTION



- If you are interested in attending the CABE/CAPSS convention in November, please let Mary Beth and then Robin know.
- Robin will register you, and the cost will be paid by the district.