

NEGOTIATIONS SUB-COMMITTEE MEETING
Griswold Board of Education
Office of the Superintendent & Via Zoom Platform
211 Slater Avenue
Griswold, Connecticut 06351

WEDNESDAY,
January 7th, 2026
3:00 PM

Zoom Access:

Join Zoom Meeting

<https://us06web.zoom.us/j/81900144900?pwd=6ZmJGWG65LaWoeLgGWxwEl3uJVTIFS.1>

Meeting ID: 819 0014 4900

Passcode: 204263

1. Call to Order
2. Approval of the Minutes—July 2nd, 2025
3. *Review, Discussion, And Possible Action to Recommend Tuition Rates, Program Costs, and Related Services to the Full Board for the 2026-2027 School Year
4. *Review, Discussion, and Possible Action to Recommend Tuition Rates for Children of Staff Members to the Full Board for the 2026-2027 School Year
5. Adjourn

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

**NEGOTIATIONS SPECIAL SUB-COMMITTEE MEETING
GRISWOLD BOARD OF EDUCATION**

**WEDNESDAY,
July 2nd, 2025**

DRAFT

1. A special meeting of the Griswold Board of Education's Negotiations Subcommittee took place on Wednesday, July 2nd, 2025, in the Superintendent's Office at Griswold Middle School, 211 Slater Avenue, Griswold, Connecticut. The meeting was called to order at 5:00 PM by Mary Beth Malin, Negotiations Subcommittee Chair.

PRESENT Mary Beth Malin, Negotiations Subcommittee Chair; Yvonne Palasky, and Jaimee O'Neill-Eaton, Negotiations Subcommittee Members.

ALSO PRESENT Sean P. McKenna, GPS Superintendent of Schools.

ABSENT

2. Approval of Minutes – May 21st, 2025

MOTION By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To approve the Negotiations Subcommittee minutes for May 21st, 2025, as presented.
Motion unanimously carried.

3. *Review, Discussion, And Possible Action to Approve Non-Bargaining Unit Wages for the 2025/2026 School Year

MOTION By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To move into executive session at 5:01 PM to discuss non-bargaining unit wages for the 2025/2026 school year, inviting GPS Superintendent, Sean McKenna.
Motion unanimously carried.

The Negotiations subcommittee came out of executive session at 6:15 PM.

MOTON By Yvonne Palasky
Seconded by Jaimee O'Neill-Eaton
To move forward to the full Griswold Board of Education the Non-Bargaining Unit wages for the 2025/2026 school year, as discussed.
Motion unanimously carried.

4. Adjourn

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To adjourn the Negotiations subcommittee meeting at 6:16 PM.

Motion unanimously carried.

Minutes prepared by: Sean P. McKenna/Robin Drobiak

Students

Tuition Students

1. The Board of Education will permit students from other school districts to attend where there exists a mutual agreement for tuition to attend the Griswold Public Schools.
2. Griswold Public Schools may accept tuition students on a case-by-case basis from towns that have not identified Griswold High School as a designated high school, providing that space and programs permit.
3. Students must have approval from their sending towns prior to enrolling in the Griswold Public Schools. Should an enrolled student change towns of residence, the involved towns will be so notified as soon as the school has confirmation of the change. The responsibility for the tuition shift will be effective as of the date of residency change.
4. Once accepted as a tuition student at Griswold high School, a student will be allowed to complete his/her high school education providing he/she remains a student in good standing.
5. Towns who have designated Griswold High as a school of record should notify the Griswold Board of Education by April 1 of any change in their designation status.
6. A town that seeks to add Griswold High as a designated high school should do so by April 1.
7. Students with special needs will be reviewed by Griswold staff to ensure that program space is available. The special education tuition charge will include fees for a triennial education assessment. Other evaluations and services will be provided on a fee basis.
8. Nonresident students attending Griswold Public Schools will be governed by the same student discipline and behavior policies applicable to resident students.
9. The Griswold Board of Education reserves the right to refuse admission to any student from any town at any time, but will exercise this right only in exceptional circumstances.
10. Tuition payments will be based on enrollment as of October 1 of each school year. Billing will take place on October 1 and January 1. Payments are to be made to the Treasurer of the Town of Griswold within 30 days of billing.
11. Tuition payments for students enrolled after October 1 will be prorated according to the amount of time remaining in the school year. Payments are to be made to the Treasurer, Town of Griswold, within 30 days of billing.

Students

Tuition Students

12. The tuition rate for all students will be set annually by the Griswold Board of Education. Every effort will be made to announce the rate prior to February 1 so that the sending towns may incorporate that information into their budgets.
13. No financial credit will be given for those students who leave after October 1; however, towns may replace drop outs up to and including the October 1 enrollment figure at no additional cost to the sending town unless the replacement student is a special education student. In this case, the town will be billed for the difference between the regular and special education tuition rate on a prorated basis. If an Alternative school student moves before January 1, second semester tuition charges will be canceled. Also, if a student who incurs added charges for special services moves before January 1, second semester added charges will be canceled.
14. The Griswold Board of Education reserves the right to revise these policies as needed.

Legal Reference: Connecticut General Statutes

- 10-4a Educational interests of state defined (amended by PA 97-290, An Act Enhancing Educational Choices and Opportunities).
- 10-33 Tuition in towns in which no high school is maintained.
- 10-35 Notice of discontinuance of high school service for nonresidents.
- 10-55 Students to attend regional school.
- 10-253 School privileges for children in certain placements, nonresident children in certain placements, nonresident children and children in temporary shelters.

Policy adopted: October 26, 2015
 Policy revised: January 27th, 2020

GRISWOLD PUBLIC SCHOOLS
 Griswold, Connecticut

Griswold Public Schools

26/27 Tuition Rate Increase Data

12 Year History of Increases

Year	Regular Education		Special Education		Alternative School	
2014-2015	\$ 10,955	2.00%	\$ 21,768	3.00%	\$ 39,315	3.00%
2015-2016	\$ 11,229	2.50%	\$ 22,421	3.00%	\$ 40,495	3.00%
2016-2017	\$ 11,538	2.75%	\$ 23,094	3.00%	\$ 41,710	3.00%
2017-2018	\$ 11,867	2.85%	\$ 23,787	3.00%	\$ 42,961	3.00%
2018-2019	\$ 12,075	1.75%	\$ 24,263	2.00%	\$ 43,820	2.00%
2019-2020	\$ 12,317	2.00%	\$ 24,748	2.00%	\$ 44,696	2.00%
2020-2021	\$ 12,563	2.00%	\$ 25,181	1.75%	\$ 45,470	1.75%
2021-2022	\$ 12,689	1.00%	\$ 25,433	1.00%	\$ 45,925	1.00%
2022-2023	\$ 12,942	2.00%	\$ 25,941	2.00%	\$ 46,851	2.00%
2023-2024	\$ 13,298	2.75%	\$ 26,655	2.75%	\$ 48,139	2.75%
2024-2025	\$ 13,731	3.25%	\$ 27,521	3.25%	\$ 49,704	3.25%
2025-2026	\$ 14,211	3.50%	\$ 28,484	3.50%	\$ 51,444	3.50%

% Increase	Regular Education	Special Education	Alternative School
1.00%	\$ 14,353	\$ 28,769	\$ 51,958
1.25%	\$ 14,389	\$ 28,840	\$ 52,087
1.50%	\$ 14,424	\$ 28,911	\$ 52,216
1.75%	\$ 14,460	\$ 28,982	\$ 52,344
2.00%	\$ 14,495	\$ 29,054	\$ 52,473
2.25%	\$ 14,531	\$ 29,125	\$ 52,601
2.50%	\$ 14,566	\$ 29,196	\$ 52,730
2.75%	\$ 14,602	\$ 29,267	\$ 52,859
3.00%	\$ 14,637	\$ 29,339	\$ 52,987
3.25%	\$ 14,673	\$ 29,410	\$ 53,116
3.50%	\$ 14,708	\$ 29,481	\$ 53,245
3.75%	\$ 14,744	\$ 29,552	\$ 53,373
4.00%	\$ 14,779	\$ 29,623	\$ 53,502

Griswold Public Schools

26/27 Rates for Special Education Services

2026-2027 Related Service Rates

Type	Cost	Per	Notes
Physical Therapy	\$ 170	Hour	
Occupational Therapy	\$ 170	Hour	
Speech/Language Therapy	\$ 170	Hour	
BCBA Direct Service	\$ 170	Hour	
BCBA Consult/Program Development	\$ 170	Hour	
Psychologist/Social Work Services (Counseling)	\$ 170	Hour	
Related Service Consult	\$ 170	Month	(1 hr/month) unless specified otherwise in IEP.

2026-2027 Evaluation Rates

Type	Cost	Notes
Physical Therapy	\$ 475	
Occupational Therapy	\$ 475	
Speech/Language Therapy	\$ 600	
Educational Evaluation	\$ 600	Initial evaluation only; reevaluation included in tuition.
Psychological Evaluation	\$ 800	

2026-2027 Adult Support Rates

Tuition students requiring dedicated (1:1) adult support will be billed the contractual annual rate per the paraprofessional contract (or a prorated portion for those requiring shared support as specified in IEP). Griswold High School students requiring adult support in academic courses only will be billed per course as specified in IEP.

Type	Cost	Per	Notes
1:1 Adult Support	\$ 49,134	Year	Prorated based on para to student ratio as per IEP.
Shared Adult Support per High School Class	\$ 2,457	Class	

2026-2027 Transition Academy

All students in the Transition Academy will be billed for Job Coach support at a 1:3 Job Coach to student ratio unless the IEP notes a higher staff to student ratio, such as 1:1 support.

Extended School Year 2026 Tuiton Rate

Base tuition for Extended School Year 2026 will be set at \$4,250. Related Services will be billed as noted above. 1:1 Adult Support for Summer 2026 will be billed as \$5,459.

Students

Tuition for Children of Staff

The Griswold Board of Education considers its primary responsibility to be to provide quality education services to students from Griswold and its established sending towns of Lisbon, Canterbury, Voluntown, Sprague, Preston, and Norwich.

The Board, however, recognizes the benefits of extending attendance options to the children of full-time staff. This recognition reflects the Board's understanding of the value of employee incentives as well as the value of the endorsement that is implied when educators seek to enroll their own children in the Griswold Public Schools.

The Board is also mindful of its obligations to the citizens of Griswold and, therefore, establishes guidelines and fees for the accommodation of tuition students of full-time Board of Education staff.

General Provisions

The following terms and conditions are to be used as guidelines when determining eligibility of a non-resident student to enroll or continue enrollment on a tuition basis in the Griswold Public Schools. This policy shall not be applied to decisions about enrollment of students who reside in a town that has a designated high school agreement with the Griswold Public Schools or to non-resident students who are otherwise entitled to attend Griswold Public Schools in accordance with law.

- A. The Superintendent or his/her designee may approve the enrollment or continuation of enrollment of a non-resident student if class size and other considerations such as the availability of resources permit. The Superintendent shall make decisions regarding class size and/or the availability of resources.
- B. The Superintendent or his/her designee shall not hire additional staff to permit enrollment or continuation of enrollment for a non-resident student under this policy.
- C. The Superintendent or his/her designee shall make the decision about class assignment.
- D. The decision to permit non-resident enrollment shall be for one school year or less but may be extended from year to year at the discretion of the Superintendent or his/her designee. Such extension decisions shall be made on an annual basis.
- E. This policy does not obligate the Griswold Board of Education to provide special education programs or services or create unique programs for students. If a non-resident student is enrolled or continued in enrollment in the Griswold Public Schools and such student is eligible for services under the Individuals with Disabilities Education Act ("IDEA"), the Griswold Board of Education shall not act as the local education agency for such child. In instances where special or additional services are provided for a non-resident student, a supplemental tuition or fee may be charged based upon the actual costs associated with providing the special or additional services, provided such fees are justified by a substantial increase in costs to Griswold Public Schools.

F. Application for initial enrollment shall be made in writing on a form supplied by the Superintendent or his/her designee.

G. Application for continued enrollment shall be made on an annual basis, in writing on a form supplied by the Superintendent or his/her designee.

H. No student applying for enrollment pursuant to subsections F or G, above, shall be enrolled in the Griswold Public Schools until the Board has received tuition payment on behalf of such student in accordance with the Tuition and Fees Section, below.

I. At the discretion of the Superintendent or his/her designee, the candidate for initial or continued enrollment shall be interviewed by the principal or assistant principal of the school at which enrollment or continued enrollment is sought.

J. All non-resident students or their parents or guardians, or the school district of residence, shall provide necessary transportation to and from school.

K. A non-resident student's continuation in the Griswold Public Schools will be contingent upon the student's compliance with all applicable rules and regulations of the Griswold Board of Education and the individual school, satisfactory attendance and academic progress, and the availability of staff and school resources. The Superintendent or his/her designee may terminate the non-resident student's enrollment at any time if, in his or her opinion, continuation is not in the best interest of the school system or the student.

Legal Reference: Connecticut General Statutes

10-76d Duties and powers of boards of education to provide special education programs and services.

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

34 CFR 104.39

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

10-220(a) Duties of boards of education

(cf. 5030.2 - Interdistrict School Attendance Areas)

(cf. 5060 1.1 - Travel and Exchange Programs/Admission of Exchange and Foreign Students)

(cf. 5060 1.2 - Nonresidents)

Policy adopted: October 26, 2015

Policy revised: April 11, 2016

Policy revised: February 10, 2020

Policy revised: July 13, 2020

Policy revised: October 26, 2023

GRISWOLD PUBLIC SCHOOLS
Griswold, Connecticut

Students

REGULATION A: Tuition for Children of Staff

The children of full-time staff members who reside outside Griswold and its established sending towns can attend district schools under the following conditions:

1. After a complete review of the student's records, students will be approved or denied on an individual basis by the Superintendent.
2. Approvals will be considered on a space-available basis. It shall be understood that priority for such available space shall be given first to Griswold residents, next to residents of established sending towns and lastly to children of non-resident staff members. In no case will approval be granted should such approval necessitate the addition of staffing positions or class sections.
3. Tuition for children of staff members entering Griswold Public Schools will be set annually by the Board of Education at or about the meeting in which tuition rates are set for sending towns. The Board will review and consider historical information related to tuition rates for children of staff when making this determination.
4. The percent of tuition charged for an individual student shall not exceed the percentage rate charged at their initial enrollment for as long as the child attends GPS without interruption.
5. Tuition reductions apply only to regular education rates. If special education services are required, and the student's IEP/504 Accommodation plan includes provisions requiring additional expenditures, the staff member shall be charged those additional costs as fees in addition to the tuition charge without any proration or reduction for years of service, provided such fees are justified by a substantial increase in costs to Griswold Public Schools. Children of non-resident staff may be allowed to attend the Griswold Public Schools with the written approval of the Superintendent of Schools following a written request.
6. Any student accepted into this program will be given all of the rights, privileges, responsibilities and requirements of any other student in the school district.
7. It is clearly understood that the Superintendent of Schools, in conjunction with the Principal of the school that the student attends, can terminate the program with an individual student with a minimum of two weeks' notice for just and appropriate causes.
8. Request for participation in this program must be made annually by the staff member on behalf of the child and, therefore, would require the annual review and approval of the Superintendent prior to continuing the following year. Once accepted, it is expected that students in good standing would be re-approved and allowed to continue their education in Griswold.
9. Should the staff member separate from full employment with the system (except for by death), full tuition rates for the balance of the school year will become due immediately.
10. The Board will not be responsible for alternative education services should they become necessary (including tutoring for medical, disciplinary or other exclusions).
11. Students will not be accepted if an expulsion process is pending against them.

Students

REGULATION A: Tuition for Children of Staff continued....

12. The district maintains full compliance with CIAC eligibility rules. This policy will not be used to circumvent CIAC regulations.

13. All transportation to and from school is the responsibility of the employee.

REGULATION B: PK Tuition for Children of Staff

The PK children of full-time staff members, who are Griswold residents or who live outside of Griswold, can attend the PK program under the following conditions:

1. In order to be eligible, the staff member must have completed a minimum of four years of continuous service to the school district.
2. Tuition for children of staff members entering Griswold Public Schools will be set annually by the Board of Education at or about the meeting in which tuition rates are set for sending towns. The Board will review and consider historical information related to tuition rates for children of staff when making this determination.
3. Any student accepted into this program will be given all of the rights, privileges, responsibilities and requirements of any other student in the school district.
4. It is clearly understood that the Superintendent of Schools, in conjunction with the Principal of the school that the student attends, can terminate the program with an individual student with a minimum of two weeks' notice for just and appropriate causes.
5. Request for participation in this program must be made annually by the staff member on behalf of the child and, therefore, would require the annual review and approval of the Superintendent prior to continuing the following year. Once accepted, it is expected that students in good standing would be re-approved and allowed to continue their education in Griswold.
6. Should the staff member separate from full employment with the system (except for by death), full tuition rates for the balance of the school year will become due immediately.
7. The Board will not be responsible for alternative education services should they become necessary (including tutoring for medical, disciplinary or other exclusions).
8. All transportation to and from school is the responsibility of the employee.