

REGULAR MEETING

GRISWOLD BOARD OF EDUCATION

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

**THURSDAY,
February 12, 2026
6:00 PM**

This meeting will be live-streamed on our District Facebook Page

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Minutes
 - A. Regular Meeting - January 22nd, 2026
 - B. Special Meeting - February 5th, 2026
 - C. Special Meeting - February 9th, 2026
4. Communications
 - A. January 30, 2026 , Letter to First Selectwoman, Tina Falck, on 2nd Quarter Financial Report for FY '26
 - B. January 23, 2026, Letter to Jim Barnie, Chair of the Town of Griswold, Capital Committee, Request for Consideration of Board of Education Capital Plan Priorities
5. Awards/Recognitions
 - A. Honoring our Griswold Forward Recipient for the Month of February, 2026 - Isaiah Lovell, GES PE Teacher
6. Student Representative Report
 - A. GES Student Representatives - Ella Canestrari & Silas Chilcote
 - B. GMS Student Representatives - Delilah Munoz & Olivia Henson
 - C. GHS Student Representatives - Judy Lanphear & Avery Brown
7. Public Comment
8. New Business
 - A. Review and Discussion on Revised Policy 0521 - Mission-Goals-Objectives, First Reading
 - B. Review and Discussion on Revised Regulation 0521 - Mission-Goals-Objectives, First Reading
 - C. Gifts/Donations
 1. Tanger Kids Grant Foundation - \$500 Award to GHS Interventionist - Stephanie Rourke
 2. Tanger Kids Grant Foundation - \$500 Award to GHS Special Education Teacher - Jill Long
9. Old Business
 - A. Review, Discussion, and Possible Action on Initial Budget Proposal for the 2026/2027 School Year
 - B. Review, Discussion, and Possible Action to Update the Board of Education Capital Committee Proposed Projects for the 2026-2027 School Year
10. Administrators' Reports

- A. Update on GPS Building Mid-Year Goals from GES, GMS and GHS Administrators, Joseph Bordeau, Louis Zubek, and Erin Palonen
- B. Teaching, Learning, and Innovation Semi-Annual Report - Glenn LaBossiere, GPS Assistant Superintendent, and Patricia Feeney and Jessica Gillespie, GPS Directors of Teaching, Learning and Innovation

11. Superintendent's Report

A. Vacancies/Appointments/Resignations/Retirements

B. Timely Updates:

- 1. Presentation to Norwich Board of Education
- 2. District Health, Wellness, and Safety Committee
- 3. Future-Focused VanGuard Group
- 4. Labor Relations Monthly Meeting
- 5. Student Shadow Day at Griswold High School

12. Committee/Board Reports

- A. Policy Subcommittee Update - Yvonne Palasky
- B. Athletic Subcommittee Update - Chair of the Athletic Subcommittee
- C. Facilities Subcommittee Update - Chair of the Facilities Subcommittee
- D. DPAC Committee Update - Yvonne Palasky
- E. Capital Committee Update - Kimberly Neilson

13. Other Business that May Properly Come Before This Board

14. 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

Board of Education Meeting Notes
REGULAR MEETING
LIVE: GRISWOLD MIDDLE SCHOOL Cafeteria
Thursday, February 12, 2026
6:00 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
 - A. Regular Meeting - January 22, 2026
 - B. Special Meeting - February 5, 2026
 - C. Special Meeting - February 9, 2026

The meeting minutes are included for January 22 and February 5, 2026. In the event that minutes warrant changes, please motion to approve the minutes as amended/discussed. Because the meeting minutes for February 9, 2026, are not completed yet, Robin will scan a copy of them to you on Tuesday morning for inclusion in your BOE packet for Thursday evening's meeting for review, discussion and action to approve.
4. Communications
 - A. January 30, 2026 , Letter to First Selectwoman, Tina Falck, on 2nd Quarter Financial Report for FY '26
 - B. January 23, 2026, Letter to Jim Barnie, Chair of the Town of Griswold, Capital Committee, Request for Consideration of Board of Education Capital Plan Priorities

See enclosed communications.
5. Awards/Recognition
 - A. Honoring our Griswold Forward Recipient for the Month of February, 2026 - Isaiah Lovell, GES PE Teacher - We are pleased to bring forward our Griswold *Forward* recipient for the month of February 2026. He is Isiah Lovell, a second year physical education teacher at GES.

6. Student Representative Report

- A. GES Student Representatives - Ella Canestrari & Silas Chilcote
- B. GMS Student Representatives - Delilah Munoz & Olivia Henson
- C. GHS Student Representatives - Judy Lanphear & Avery Brown

Student representatives from GES, GMS and GHS will provide updates to the Board on student activities occurring in each school building.

7. Public Comment

8. New Business

- A. Review and Discussion on Revised Policy 0521 - Mission-Goals-Objectives, First Reading - This is a first reading for revised policy 0521. It will be brought forward to the next BOE meeting for review, discussion, and action to approve.
- B. Review and Discussion on Revised Regulation 0521 - Mission-Goals-Objectives, First Reading - This is a first reading for revised regulation 0521. It will be brought forward to the next BOE meeting for review, discussion, and action to approve.
- C. Gifts/Donations
 - A. Tanger Kids Grant Foundation - \$500 Award to GHS Interventionist - Stephanie Rourke
 - B. Tanger Kids Grant Foundation - \$500 Award to GHS Special Education Teacher - Jill Long

I would ask the Board to accept the donations of \$500 each from the Tanger Kids Grant Foundation to GHS Interventionist Stephanie Rourke and GHS Special Education Teacher, Jill Long, with gratitude. One motion to accept both donations is fine.

9. Old Business

- A. Review, Discussion, and Possible Action on Initial Budget Proposal for the 2026/2027 School Year - The initial 2026/2027 budget proposal was presented for review and discussion. This marks the beginning of the Board's budget process. Ongoing dialogue, questions, and feedback from Board members are welcomed and encouraged as we continue to refine the budget through future discussions and workshops, if needed.
- B. Review, Discussion, and Possible Action to Update the Board of Education Capital Committee Proposed Projects for the 2026-2027 School Year - The list of Capital Committee projects has been submitted to the Town of Griswold with a recent revision to add the basketball score board at GHS; Cathy Waselik, who sits on the committee, can provide an update on the latest meeting that took place last week. Board members are encouraged to continue reviewing the proposed projects and to bring forward any questions, comments, or recommendations.

10. Administrators' Reports-Reports are enclosed/attached.

- A. Update on GPS Building Mid-Year Goals from GES, GMS and GHS Administrators, Joseph Bordeau, Louis Zubek, and Erin Palonen - The Board will receive a mid-year goals update from each school building administrative team. These updates provide an overview of progress made toward established goals, highlighted ongoing initiatives, and identified areas of continued focus for the remainder of the school year. Board members are encouraged to review the updates and share any questions or feedback.

- B. Teaching, Learning, and Innovation Semi-Annual Report - Glenn LaBossiere, GPS Assistant Superintendent, and Patricia Feeney and Jessica Gillespie, GPS Directors of Teaching, Learning and Innovation - The Board will receive a semi-annual update from our TLI Department on many ongoing initiatives. Board members are encouraged to review the report and share any questions or feedback.
11. Superintendent's Report-Reports are enclosed/attached.
- A. Vacancies/Appointments/Resignations/Retirements
- B. Timely Updates:
1. Presentation to the Norwich Board of Education
 2. District Health, Safety and Wellness Committee
 3. Future-Focused Vanguard Group
 4. Labor Relations Monthly Meeting
 5. Student Shadow Day at Griswold High School
- Please see enclosed document that reviews the updates in more detail.
12. Committee/Board Reports - Committee Chairs will provide updates of subcommittee work.
- A. Policy Subcommittee Update - Yvonne Palasky
 - B. Athletic Subcommittee Update - Chair of the Athletic Subcommittee
 - C. Facilities Subcommittee Update - Chair of the Facilities Subcommittee
 - D. DPAC Committee Update - Yvonne Palasky
 - E. Capital Committee Update - Cathy Waselik
13. Other Business that May Properly Come Before the Board
14. Adjournment

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

**REGULAR MEETING
GRISWOLD BOARD OF EDUCATION**

**THURSDAY,
JANUARY 22, 2026**

DRAFT

1. Call to Order - A regular meeting of the Griswold Board of Education was held on Thursday, January 22nd, 2026, in the Cafeteria located at Griswold Middle School, 211 Slater Avenue, Griswold, CT. The meeting was called to order at 6:00 PM by Stuart Norman, Jr., Griswold Board of Education Chair.

PRESENT

Stuart Norman, Jr., BOE Chair; Terry Cholewa, BOE Vice Chair; Kimberly Neilson, BOE Secretary; Yvonne Palasky, Jaimee O'Neill-Eaton, Cathy Waselik and Eileen Ego, Griswold BOE Members.

ALSO PRESENT

Sean McKenna, Griswold Superintendent of Schools; Glenn LaBossiere, GPS Assistant Superintendent of Schools; Erik Christensen, GPS Director of Fiscal & Personnel Services; Christopher Champlin, GPS Director of Student Services; Erin Palonen, GHS Principal; Arthur Howe, GHS Associate Principal; Louis Zubek, GMS Principal; Steven Bourque, GMS Assistant Principal; Joseph Bordeau, GES Principal; Patricia Feeney & Jessica Gillespie, GPS Directors of the TLI Department, Thomas O'Connor, GPS Food Service Director; Thomas Verville, GPS Facilities Director.

ABSENT

Stephen Cravinho, GPS Campus-Wide Activities & Athletic Director; and Jacqueline Love, GES Assistant Principal.

2. Pledge of Allegiance – The Board, administration and audience members performed the Pledge of Allegiance.
3. Approval of the Minutes
 - A. Special Minutes-January 8th, 2026

MOTION

By Cathy Waselik

Seconded by Jaimee O'Neill-Eaton

To approve the special meeting minutes of January 8th, 2026, as presented.

Motion unanimously carried.

4. Communications – There were no communications to review on this agenda.

5. Awards/Recognitions

- A. Honoring GES Library Media Specialist/Retiree - Judith Beahan

- B. Honoring GES Paraeducator/Retiree - Christine Atkins

The Board, the Superintendent, administrators and audience members took a moment to honor and recognize two of our GPS retirees: Judy Beahan has been the Library Media Specialist at GES; and Christine Atkins has been a Paraeducator at GES. They have both decided to retire and we wish them well.

6. Consent Agenda

- A. Review, Discussion, and Possible Action to Approve Revised Policy 6159—Instruction—Individualized Education Program, Second Reading
- B. Review, Discussion, and Possible Action to Approve Revised Regulation 6159 - Instruction - Individualized Education Program, Second Reading
- C. Review, Discussion, and Possible Action to Approve Revised Policy 6146—Instruction—Graduation Requirements, Second Reading

MOTION

By Cathy Waselik

Seconded by Jaimee O'Neill-Eaton

To approve revised policy #6159, revised regulation #6159 and revised policy #6146.

Motion unanimously carried.

7. Public Comment – There was no public comment to record this evening.

8. New Business

- A. Review and Discussion on New England School Development Council (NESDEC) 2025/2026 Enrollment Projections Report – The Board received an update from Superintendent, Sean McKenna, on the enrollment projections for Griswold Public Schools based on data from the New England School Development Council. The Superintendent was pleased to report that our enrollment is very encouraging. We are showing an increase in enrollment where many districts are seeing declines in enrollment.
- B. Review, Discussion and Possible Action to Appoint a Griswold Board of Education Member to Serve on the Cable TV Advisory Council of Eastern Connecticut – The Board was asked to consider appointing one member of the Griswold Board of Education to serve on the Cable TV Advisory Council of Southeastern Connecticut. The Board moved to table this item at this time

MOTION

By Cathy Waselik

Seconded by Yvonne Palasky

To table item 6B at this time.

Motion unanimously carried.

- C. Review and Discussion on Initial Budget Presentation for 2026/2027 – The Board received a first look at the initial budget proposal put together by GPS administration for the 2026/2027 school year.

MOTION

By Cathy Waselik

Seconded by Terry Cholewa

To table review and discussion on initial budget presentation for 2026/2027.

Motion unanimously carried.

D. Gifts/Donations

1. CHESLA Counselor Connect Event - \$500 Gift Card Awarded to Elaine Taylor, GHS Counselor, to Use for a FAFSA Completion Event to be Hosted on or before June 30, 2026

MOTION

By Yvonne Palasky

Seconded by Kimberly Neilson

To accept the very generous donation from the CHESLA Counselor Connect Event in the form of a \$500 gift card awarded to Elaine Taylor, GHS Counselor, to use for a FAFSA Completion Event to be hosted on or before June 30, 2026, with gratitude.

Motion unanimously carried.

9. Unfinished Business

- A. Review, Discussion, and Possible Action to Update the Board of Education Capital Committee Proposed Projects for the 2026-2027 School Year - The Board received an update/revision to the original Capital Committee proposed projects for the 2026/2027 school year. A replacement of the scoreboard at GHS was added to the capital committee proposed projects as item 1A – scoreboards at GHS.

MOTION

By Cathy Waselik

Seconded by Jaimee O'Neill-Eaton

To amend the capital committee proposed projects for the 2026/2027 school year and add new capital item 1A - Scoreboards at Griswold High School.

Motion unanimously carried.

10. Administrators Reports

- A. Financial Forecast Update for 2025/2026 School Year - Erik Christensen – The Board received an update from Erik Christensen, GPS Director of Fiscal & Personnel Services, on the current status of the 2025/2026 school budget.
- B. Review of Student Activity Accounts for GES, GMS and GHS – The Director of Fiscal & Personnel Services, Erik Christensen, provided an update to the Board on the balances of the student activity accounts for GES, GMS and GHS.

11. Superintendent's Report

- A. Vacancies/Appointments/Resignations/Retirements – The Board received an update on vacancies, appointments, resignations and retirements.
- B. *Superintendent Goals Mid-Year 2025/2026 – This topic will be reviewed in executive session following the regular business portion of this meeting.

C. Timely Updates:

1. Mid-Year Reviews – The Board received an update from Superintendent Sean McKenna on mid-year reviews for our certified staff in all buildings. These reviews are consistent with contracts and are currently being completed.
2. Upcoming Meetings – The Board received an update on upcoming meetings, which will focus on budget development for the 2026/2027 school year. The Board set a special meeting on February 9th, 2026, at 6 PM in the GMS Learning Commons/Library Media Center.

12. Committee Reports

- A. Public Relations - Jaimee O'Neill-Eaton, Chair of the Public Relations subcommittee, provided an update to the Board on the Public Relations meeting that took place prior to this Board of Education meeting.
- B. TLI Subcommittee Update – Terry Cholewa, Chair of the new TLI Subcommittee, provided an update to the Board on the meeting that took place prior to this evening's Board of Education meeting.

13. Other Business that May Properly Come before this Board – None.

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To move into executive session at 7:03 PM for the purpose of discussing item 11B, Superintendent Goals Mid-Year 2025/2026, and invited Sean McKenna into executive session.

The Board came out of executive session at 7:37 PM with no action taken.

14. Adjournment

MOTION

By Cathy Waselik

Seconded by Terry Cholewa

To adjourn the meeting at 7:37 PM.

Motion unanimously carried.

**PUBLIC HEARING
GRISWOLD BOARD OF EDUCATION**

**THURSDAY,
February 5th, 2026**

DRAFT

1. Call to Order: A special meeting of the Griswold Board of Education took place on Thursday, February 5th, 2026, at Griswold Middle School in the cafeteria, located at 211 Slater Avenue, Griswold, Connecticut. The meeting was called to order at 5:30 PM by BOE Chair, Stuart Norman, Jr.

PRESENT Stuart Norman, Jr., Griswold BOE Chair; Terry Cholewa, Griswold BOE Vice Chair; Kimberly Neilson (participated via zoom), Griswold BOE Secretary; Yvonne Palasky, Cathy Waselik, and Eileen Ego, Griswold BOE Members.

ALSO PRESENT Sean McKenna, GPS Superintendent of Schools; Glenn LaBossiere, GPS Assistant Superintendent; Christopher Champlin, GPS Director of Student Services; Erik Christensen, GPS Director of Fiscal & Personnel Services; Steve Cravinho, GPS Campus Wide Activities & Athletic Director; Erin Palonen, GHS Principal; Art Howe, GHS Associate Principal; Louis Zubek, GMS Principal; Steve Bourque, GPS Assistant Principal; Joseph Bordeau, GES Principal; Katy Sawaryn, GPS Special Services & Family Engagement Coordinator; and Patricia Feeney and Jessica Gillespie, GPS Directors of Curriculum, Instruction and Assessment.

ABSENT Jaimee O'Neill-Eaton, Griswold BOE Member; and Jacqueline Love, GES Assistant Principal.

2. Pledge of Allegiance – The Board and the audience performed the Pledge of Allegiance.
3. Public Forum on the Initial Budget Proposal for the 2026-2027 School Year – Stuart Norman, Jr., Chair of the Griswold Board of Education, turned the meeting over to the GPS Superintendent of Schools, Mr. Sean McKenna, who presented details on the initial school budget proposal created for the 2026/2027 school year. This evening's meeting was conducted and considered the Public Hearing on the proposed budget.

Following the presentation by Mr. McKenna, he turned the meeting back to BOE Chair, Stuart Norman, Jr., who asked the audience if there were any requests to speak during the public comment section of this meeting. The following people spoke during the public comment section:

Matthew Danieluk, 12 Tyler Terrace, Griswold, CT, is a selectman for the Town of Griswold, a resident of Griswold, and a staff member at GHS. He thanked all those who helped in creating the initial budget proposal for the 2026/2027 school year and he asked if the Board would give a hard look at the quality of food at the high school café, safety on campus with one school district security officer and one security guard. He also felt compelled to ask all to support our school system.

Melissa Beyer, who does not reside in Griswold but is a teacher at GES who works within the early childhood program spoke in favor of this budget and her hope that this early childhood program will be protected.

Stuart Norman, Jr., BOE Chair, took a moment to share how the budget is a difficult task for our Board members because they are all tax payers of this town and they all understand how budgets. He understands that the budget is an investment in our students' successes as well as the success of our town.

As there were no other requests for public comment, Stuart Norman, Jr. closed the public hearing/forum portion of the meeting at 5:50 PM.

4. Review, Discussion, and Possible Action on the Initial Budget Proposal for the 2026/2027 School Year – No further discussion took place at this time. The Board will be meeting again on Monday evening, February 9th, to continue discussion on the budget. There will also be another opportunity on Thursday, February 12th, for the Board to deliberate on the budget. The plan is to submit a finalized initial budget proposal for the 2026/2027 school year to the Town of Griswold, Board of Finance, on Friday, February 13, 2026.

5. Adjournment

MOTION

By Yvonne Palasky
Seconded by Cathy Waselik
To adjourn the special meeting at 5:55 PM.
Motion unanimously carried.

Minutes prepared by: Robin Drobiak

**SPECIAL MEETING
GRISWOLD BOARD OF EDUCATION**

**MONDAY,
February 9th, 2026**

DRAFT

1. Call to Order - A special meeting of the Griswold Board of Education was held on Monday, February 9th, 2026, in the Griswold Middle Library Media Center/Learning Commons, located on the second floor of Griswold Middle School, 211 Slater Avenue, Griswold, CT. The meeting was called to order at 6:00 PM by Stuart Norman, Jr., Griswold Board of Education Chair.

PRESENT Stuart Norman, Jr., BOE Chair; Terry Cholewa, BOE Vice Chair; Kimberly Neilson (arrived at 6:02 PM), BOE Secretary; Yvonne Palasky, Jaimee O'Neill-Eaton, Cathy Waselik and Eileen Ego, Griswold BOE Members.

ALSO PRESENT Sean McKenna, Griswold Superintendent of Schools; Glenn LaBossiere, GPS Assistant Superintendent of Schools; Christopher Champlin, GPS Director of Student Services; Erik Christensen, GPS Director of Fiscal & Personnel Services; Erin Palonen, GHS Principal; Louis Zubek, GMS Principal; and Joseph Bordeau, GES Principal.

ABSENT

2. Pledge of Allegiance – The Board and administration performed the Pledge of Allegiance.
3. Budget Workshop with Griswold Board of Education Members on the Initial Budget Proposal for the 2026/2027 School Year – The Board deliberated on the initial budget proposal for the 2026/2027 school year and voted to adopt a budget of \$34,555,848, which reflects an increase of \$1,634,990 over last year's budget with a percentage increase of 4.97%.
4. Review, Discussion, and Possible Action on the 2026/2027 Initial Budget Proposal for the 2026/2027 School Year

MOTION By Cathy Waselik
Seconded by Yvonne Palasky
To adopt the budget amount of \$34,555,848 for the initial budget proposal for the 2026/2027 school year with a 4.97% increase.

MOTION By Cathy Waselik
Seconded by Yvonne Palasky
To amend the motion and adopt the budget amount of \$34,555,848 for the initial budget proposal for the 2026/2027 school year with a dollar amount increase of \$1,634,990, which reflects a 4.97% increase.
Motion unanimously carried.

5. Adjournment
- MOTION** By Cathy Waselik
Seconded by Yvonne Palasky
To adjourn the meeting at 7:39 PM.
Motion unanimously carried.



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, Director of Fiscal & Personnel Services

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

January 30th, 2026

First Selectwoman, Tina Falck
Town of Griswold
28 Main Street
Griswold, CT 06351

RE: 2nd Quarter Financial Report, FY '26

Dear First Selectman Falck:

Attached is the second quarter financial report that has been presented to the Griswold Board of Education for fiscal year, 2026. Know that quarterly reports are posted to our Office of Fiscal and Personnel Department website. Although we present monthly financial reports to the Griswold Board of Education, we are now required by Connecticut Statute (P.A. 19-117, Section 290) to post quarterly reports to our website and to provide a copy to the Board of Selectmen and the Town of Griswold, Board of Finance.

At this point, we are still forecasting a "worst case" scenario deficit, given the unanticipated special education costs. We anticipate that as we transition from the 2nd quarter to the 3rd the financial forecast will improve. Please see attached summary sheet.

We will provide you with future updates in the next couple of months.

Sincerely yours,

Sean P. McKenna
Superintendent of Schools

cc: Stuart R. Norman, Jr., Chairperson, Griswold Board of Education
Griswold Board of Education
Scott Davis, Chairperson, Town of Griswold Board of Finance
Erik Christensen, Director of Fiscal and Personnel Services

Griswold Board of Education Monthly Financial Report

Fiscal Year 2025-2026

Figures Current as of January 15, 2026

Budget				
Account	Object #s	Budget 2025-2026	Transfers 2025-2026	Adjusted Budget 2025-2026
Salaries	100	\$18,948,994.41	\$0.00	\$18,948,994.41
Benefits	200	\$6,708,050.27	\$0.00	\$6,708,050.27
Purchased Services	300	\$862,363.24	\$0.00	\$862,363.24
Property Services	400	\$1,423,261.81	\$0.00	\$1,423,261.81
Trans,Ins,Commun,Tuition	500	\$4,029,376.57	\$0.00	\$4,029,376.57
Supplies	600	\$747,076.63	\$0.00	\$747,076.63
Equipment	700	\$138,870.00	\$0.00	\$138,870.00
Dues & Fees	810	\$62,866.00	\$0.00	\$62,866.00
Grand Totals		\$32,920,858.93	\$0.00	\$32,920,858.93

Expense & Revenue							
Account	Object #s	Expended 2025-2026	Encumbered 2025-2026	Total Exp/Encumb (includes pre-enc) 2025-2026	Revenue 2025-2026	Balance 2025-2026	% Exp 2025-2026
Salaries	100	\$9,541,388.16	\$10,358,098.69	\$19,899,486.85	(\$1,065,566.24)	\$115,073.80	105.02%
Benefits	200	\$3,247,984.57	\$2,910,257.50	\$6,158,242.07	(\$41,569.09)	\$591,377.29	91.80%
Purchased Services	300	\$444,587.34	\$181,525.89	\$626,113.23	(\$28,274.43)	\$264,524.44	72.60%
Property Services	400	\$814,337.79	\$468,607.62	\$1,282,945.41	(\$16,489.00)	\$156,805.40	90.14%
Trans,Ins,Commun,Tuition	500	\$3,393,702.96	\$3,024,968.17	\$6,418,671.13	(\$10,434.78)	(\$2,378,859.78)	159.30%
Supplies	600	\$379,721.83	\$94,594.68	\$474,316.51	(\$3,449.86)	\$276,209.98	63.49%
Equipment	700	\$23,630.72	\$199.99	\$23,830.71	(\$18,358.00)	\$133,397.29	17.16%
Dues & Fees	810	\$52,777.74	\$2,500.00	\$55,277.74	\$0.00	\$7,588.26	87.93%
Grand Totals		\$17,898,131.11	\$17,040,752.54	\$34,938,883.65	(\$1,184,141.40)	(\$833,883.32)	106.13%

Projections			
Account	Object #s	Estimated Adj 2025-2026	Estimated Balance 2025-2026
Salaries	100	\$4,483.95	\$119,557.75
Benefits	200	(\$25,212.00)	\$566,165.29
Purchased Services	300	(\$162,491.70)	\$102,032.74
Property Services	400	(\$156,805.40)	\$0.00
Trans,Ins,Commun,Tuition	500	\$1,255,199.90	(\$1,123,659.88)
Supplies	600	(\$276,209.98)	\$0.00
Equipment	700	(\$133,397.29)	\$0.00
Dues & Fees	810	(\$7,588.26)	\$0.00
Grand Totals		\$497,979.22	(\$335,904.10)

- This projection assumes all monies will be fully spent down. There will likely be many adjustments over the next couple of months as we get a clearer picture of the true expenditures.
-We have been working to mitigate the deficit and should be able to get within budget barring any more unforeseen expenditures.
-We are currently in a spending freeze to help close the gap.



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, Director of Fiscal & Personnel Services

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

January 23, 2026

Jim Barnie, Chair
Town of Griswold, Capital Committee
28 Main Street
Griswold, CT 06351

RE: Request for Consideration of Board of Capital Plan Priorities

Dear Chairman Barnie:

At their regular meeting on January 22nd, 2026, the Griswold Board of Education (Board) added an item, 1A, to its Capital Committee requests for the 2026-2027 school year. This addition, a request for a new scoreboard in the Griswold High School gymnasium, was due to the fact that in December, the scoreboard was no longer fully operational. Attempts were made to repair the scoreboard and replace parts; however, the replacement parts are no longer available due to the fact that the scoreboard was installed when the building was constructed in 1992.

The Board has, therefore, added this item to their Capital Requests for the 2026-2027 school year and would hope that it would be considered. It is understandable that this may mean other priorities, which previously had been conditionally moved forward, may not do so to potentially accommodate this request.

I am happy to answer any questions you may have, so please do not hesitate to contact me. Please see attached plan.

Sincerely yours,

Sean P. McKenna
Superintendent of Schools

cc: Griswold Board of Education



Griswold Public Schools Capital Requests 2026-27 School Year

District Mission

Griswold Public Schools educate for excellence by ensuring our students are connected, by nurturing individual student talents, and by fostering a future-focused mindset.

District Vision

Graduates of Griswold Public Schools journey into the future as engaged citizens, effective communicators, critical thinkers, and resilient problem solvers.

Version 1.0

Presented to Griswold Board of Education, Facilities Committee:
October 9, 2025

GUIDING CONSIDERATIONS AND TRACKING DOCUMENT

As we start the process of collecting information for the capital committee requests for the 2026-2027 school year, there are some guiding thoughts to keep in mind. Additionally, we have included a tracking table (on the next page) to document the different developments, revisions, additions, and/or changes that happen along the way.

CONSIDERATIONS

- This document is a “work in progress,” which means that the final, adopted version may look very different from what was originally presented.
- As has been the case in previous years, in the event that the administration can remove a capital committee submission due to another feasible funding pathway, that could very well happen. There are some items we were able to address with unexpended funds from last year’s operating budget.
- Our initial submissions may very well be incomplete, as we are trying to obtain cost estimates, work with different vendors, and make informed decisions at the earliest stages in the process. In some cases, we are still waiting for cost estimates and additional information; once that information is finalized, we will include it in the next iteration and present a revised version to the Board.
- It is completely expected and understood that the BOE will weigh-in, ask for additional information, and/or may re-prioritize submissions before adopting a finalized plan.
- In some cases, for requests that were on last year’s list and we don’t have an updated cost estimate, we have added 5% or 10% increase if the cost estimate was from a previous cycle. In some cases, cost estimates originated a few years back--those estimates were increased by 15%. In short, we are aiming to provide the best estimate possible for work that would be scheduled to start after July 1st, 2026

Tracking Table	
October 9th, 2025	• Presentation to the Griswold Board of Education, Facilities Committee
November 13th, 2025	• Board of Education approved the plan as presented
January 22nd, 2026	• Added a new capital item: scoreboards at Griswold High School

Priority/Urgency #1

Generator for Griswold Public Schools Pump House

This proposal aims to provide “back up” power to the main fire-pump in the event of an extended power outage. While we currently do not have a generator to support “back up” power in the event of an extended power outage, we believe that it would be proactive to address this need, especially in light of the possibility of extreme weather and/or an extended outage.

ESTIMATED COST: \$12,480.00
(APPENDIX A--see cost proposal)

Priority/Urgency #1A

Scoreboards for Griswold High School

In late December, lights began failing on one of the panels, thereby making it difficult for spectators to view the scores. The scoreboards are originals from when the building was constructed in 1992. We have pursued if this could be repaired; unfortunately, the parts cannot be ordered as they are obsolete.

ESTIMATED COST: \$22,746.00
(APPENDIX 1A--see cost proposal)

Priority/Urgency # 2

Life Skills AC Replacement at Griswold High School

The AC system in the Life Skills at Griswold High School is currently in failing condition. This has been confirmed by our preventative maintenance schedule, which occurs twice a year. This replacement would make the air conditioning fully functional, and the needed upgrade would track with all other HVAC upgrades/investments that have been completed over the past 5 years.

ESTIMATED COST: \$17,900.00
(APPENDIX B--see cost proposal)

Priority/Urgency # 3

New HVAC System for Griswold High School Gymnasium

This is a new request to install an air-conditioning unit for the GHS gymnasium, a space that is used consistently throughout the academic year, including evenings and weekends by our own teams and also by the Town of Griswold, parks and recreation programs. Additionally, there are a number of programs scheduled during the summer months by the Town of Griswold, parks and recreation programs, and also by other groups. This cost estimate, provided by our partners at NESC, is a preliminary “best estimate” at this point and time, based on current market conditions; in short, this estimate could very well change in the course of the next several months. Note: This estimate is also coupled with the proposal for the new HVAC system for the Griswold High School Cafeteria.

ESTIMATED COST: \$389,000
(APPENDIX C--see cost proposal with proposal for cafeteria)

Priority/Urgency # 4

New HVAC System for Griswold High School Cafeteria

This is a new request to install an air-conditioning unit for the GHS cafeteria, a space that is used consistently throughout the academic year, including evenings and weekends for select events. Additionally, there are a number of programs scheduled during the summer months by the Town of Griswold, parks and recreation programs, and also by other groups. This cost estimate, provided by our partners at NESC, is a preliminary "best estimate" at this point and time, based on current market conditions; in short, this estimate could very well change in the course of the next several months. Note: This estimate is also coupled with the proposal for the new HVAC system for the Griswold High School Gymnasium.

ESTIMATED COST: \$309,000
(APPENDIX C--see cost proposal with proposal for gymnasium)

Priority/Urgency # 5

New HVAC System for Griswold High School Band Room

This is a new request to install an air-conditioning unit for the GHS band room, a space that is used consistently throughout the academic year, including evenings and weekends for select practices. Additionally, there are a number of newly purchased instruments that are typically stored in the bandroom, an area that currently does not have air-conditioning or ventilation. In the summer months, to avoid problems associated with humidity, the instruments are stored in another location.

ESTIMATED COST: \$29,100, includes electrical work
(APPENDIX D--see cost proposal)

Priority/Urgency # 6

New HVAC System for Griswold High School Chorus Room

This is a new request to install an air-conditioning unit for the GHS Chorus Room, a space that is used consistently throughout the academic year, including evenings and weekends for select practices. Additionally, there are a number of newly purchased instruments that are typically stored in the chorus room, an area that currently does not have air-conditioning or ventilation. In the summer months, to avoid problems associated with humidity, the instruments are stored in another location.

ESTIMATED COST: \$22,000, includes electrical work
(APPENDIX E--see cost proposal)

Priority/Urgency #7--repeat project proposal from previous years

Outside Concrete Barriers for Protecting Buildings

This proposal addresses the need to protect our buildings. In many ways, this request is a reconsideration of the bollards, which were forward before. The barriers, 4,500 lbs each, will provide an additional protective measure for grounds, in particular, for our buildings. The barriers are concrete and pinned to the ground, so that they are anchored.

ESTIMATED COST: $\$8,250.00 * .05\% (\$413) = \$8,663$
(APPENDIX F--see cost proposal)

Priority/Urgency #8--repeat project proposal from previous years
Flooring Repair for GMS Middle School Ramp

This request would address the floor replacement to the GMS ramp area in the 5th grade wing, near the Central Office internal entryway. The pricing includes all materials and labor. Flooring materials include tile and associated materials.

ESTIMATED COST \$10,557.00
(APPENDIX G—see cost proposal)

Priority/Urgency # 9--repeat project proposal from previous years
Community Multi-Purpose Field Internet Access and Security Cameras

There has been a request to extend internet access to the Community Multi-Purpose Field, namely the announcer's booth and the concession stand. This extension of Internet service would come with a cost, but it would also allow the district to install security cameras that are web-based, which could provide around-the-clock security for the field complex area.

ESTIMATED COST $\$35,515.90 * 05\% = \$37,291.90$
Press Box Connection = \$16,890.78
Concession Stand = \$18,625.12
(APPENDIX H--see cost proposals)

Priority/Urgency # 10--repeat project proposal from previous years
Community Multi-Purpose Field Future Planning

Because of the Griswold community investment in the Community Multi-Purpose Field project that was finalized last year, there are a number of individuals interested in the eventual replacement cost of the field itself after 10 years or so of use. This matter was discussed last year that if, hypothetically, the Capital Committee could plan for an incremental investment each year, for the next several years, then the replacement cost would not be a shock to the system in the future.

ESTIMATED COST \$100,000.00
(no cost proposal included)

Priority/Urgency # 11
Internal Signage for Griswold High School

This is a new request to address the internal signage in Griswold High School. This request stems from a year ago, given that rooms have changed and some of the signage dates back to when the building was first constructed. The new signage would align to all the new rooms and spaces. Originally, we thought that this item could be covered by unexpended funds, in the event that such funds were available at the end of a fiscal year.

ESTIMATED COST $\$18,000 * .10\% = \$19,800$
(APPENDIX I-see cost proposals)

Priority/Urgency # 12--repeat project proposal from previous years
Gymnasium Divider

The gymnasium divider, which was installed in 1992 with the GHS construction project, warrants replacement. This cost estimate covers a complete replacement. Given the recent revitalization of GHS athletics and gym use, this proposal comes forward with obvious importance. The cost estimate comes from 2023.

ESTIMATED COST $\$17,799.00 * .10\% = \$19,579$
(APPENDIX J---see cost proposal)

Priority/Urgency #13--repeat project proposal from previous years
Repair and Seat Replacement at the Griswold High School Gymnasium

Because there are a number of damaged seats in the GHS gym, for spectator viewing, this project proposal warrants serious consideration. The cost proposal details the different color seats to be replaced in the gymnasium. Cost estimates come from last year. The cost estimate comes 2023.

ESTIMATED COST $\$25,130.00 * .10\% = \$27,643$
(APPENDIX K---see cost proposal)

Priority/Urgency #14--repeat project proposal from previous years
New carpet for GHS Auditorium

This estimate covers the removal and installation of a new carpet in the GHS Auditorium. The estimate does not include furniture moves. Because we are still waiting for an updated quote, we have added an additional 15% to the cost estimate we received in 2022. The cost estimate comes from three years ago.

ESTIMATED COST $\$25,554.00 * .15\% = \$29,387$
(APPENDIX L--see cost proposal)

Priority/Urgency #15--repeat project proposal from previous years
New carpet for GHS Main Office

This estimate covers the removal and installation of a new carpet in the GHS Main Office.. The estimate does not include furniture moves. Because we are still waiting for an updated quote, we have added an additional 15% to the cost estimate we received in 2022.

ESTIMATED COST $\$37,422.40 * .15\% = \$43,035.40$
(APPENDIX M--see cost proposal)

Priority/Urgency #16--repeat project proposal from previous years
Tennis Court Area

This project proposal prepared by Field Turf presents different options, with different cost ranges. Long and short, the project would fall within the range of \$615,000.00 - \$675,00.00

ESTIMATED COST $\$615,000.00 - \$675,000.00$
(APPENDIX N--see cost proposal)



BASKETBALL

MODEL SSC-7

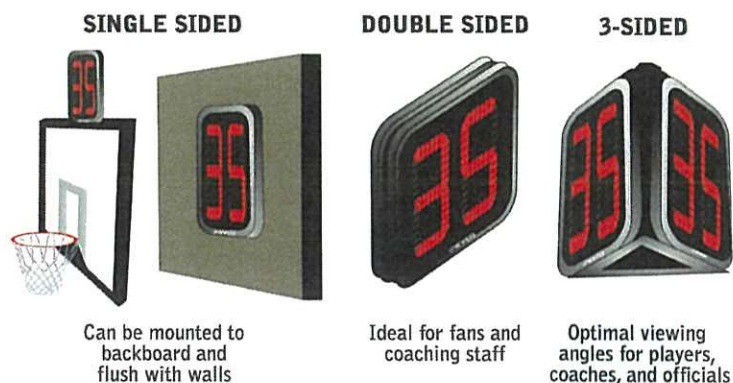
APPENDIX 1A

Shot Clock Size: 20"L x 20"H x 2"D

Approximate hanging weight: 30lbs (includes Indoor Accessory Driver (IAD) box and horns)

Digit Color: Super Bright Red or White **Digit Size:** 13"

DESIGN FLEXIBILITY



Advanced timing features ideal for Basketball.

- Integrates with Nevco End of Period Lights through the IAD box (included with shot clock).
- Bright, long lasting, energy-efficient LEDs reduce power consumption and operating expense.
- Horn is encased in an external box that can be attached above or below the clock, ensuring sound clarity.
- Durable Lexan, yet lightweight, cabinet design can withstand heavy impact from basketball.
- Shot clock connects through cat5 cable to the IAD box, which is easy to conceal and protected from game elements.
- Integrates with Nevco accessories, such as End of Period lights and Locker Room Clocks.
- Daisy chaining capability allows for single or double sided mounting.

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● INTEGRATED DISPLAY AND SCORING SOLUTIONS

Model SSC-7 (Indoor) Basketball Shot Clock



SSC-7 Shot Clock Details

AGENCY APPROVAL	FCC, CE, INDUSTRY CANADA, Power Supply is UL/CUL listed
SHOT CLOCKS	Size: 20" L x 20" H x 2" D Hanging Weight: 30lbs each (including IAD box & horns) Constructed of aluminum
LED UNITS	Seven-bar segmented digits with protective aluminum
POWER	12vDC low voltage power input from included 120 VAC 0.5A Power Supply
BUILT-IN LIGHTNING PROTECTION	All models feature optical isolation circuitry providing additional protection against lightning strikes.

SHOT CLOCK / CONTROL OPERATING FEATURES

MODEL SSC-7 (SHOT CLOCK)	MPC WIRED (CONTROL)	MPCW WIRELESS (CONTROL)	MPCX ₂ WIRELESS (CONTROL)
TIMING 13" Super Bright Red LED Digits Or all White Digits Upgrade	- Any shot time can be set between 0-69 seconds. - Handheld switch provides instant reset to programmed shot time, out of bounds time and prevents timer from counting.	- Any shot time can be set between 0-69 seconds. - Handheld switch provides instant reset to programmed shot time, out of bounds time and holds prevents from counting.	- Any shot time can be set between 0-69 seconds. - Handheld switch provides instant reset to programmed shot time, out of bounds time and prevents timer from counting.
HORN	- Encased in external box that can be attached above or below the clock. - Sounds automatically at 00. - Shot clock violation has unique sound. - End of game time syncs with scoreboard sound.	- Encased in external box that can be attached above or below the clock. - Sounds automatically at 00. - Shot clock violation has unique sound. - End of game time syncs with scoreboard sound.	- Encased in external box that can be attached above or below the clock. - Sounds automatically at 00. - Shot clock violation has unique sound. - End of game time syncs with scoreboard sound.
SYSTEM OPERATION	- Control can operate scoreboard and shot clocks at the same time. - When using shot clocks and scoreboard horns as a system, they sound at the same time.	- Control can operate scoreboard and shot clocks at the same time. - When using shot clocks and scoreboard horns as a system, they sound at the same time.	- Control can operate scoreboard and shot clocks at the same time. - When using shot clocks and scoreboard horns as a system, they sound at the same time.
INDEPENDENT OPERATION	Control operates shot clocks as an independent system.	Control operates shot clocks as an independent system.	Control operates shot clocks as an independent system.
CONTROL CABLE	- Two (2) lengths of 2-WIRE (coaxial type) 3/4" diameter required. - Order the lengths required.	N/A	N/A
SEGMENT TIMING	Supported	Supported	Requires MPCX ₂ segment timer control.

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WIRELESS-WIRED SCORING CONSOLE

ACCESSORIES

MODEL MPCW-7

Size: 11" x 9.5" x 4.125" (.28 x .24 x .10 m)

Approximate weight: 3.35 lbs. (1.5 kg)

Display: Bright LED **Keypad:** Split and raised 40 key keyboard



Advanced universal wireless control featuring:

- One control can be used for up to 40 wireless scoreboards
- High Impact Black Plastic.
- Improved UV resistance.
- Sealed Keypad prevents liquids being spilled into the control.
- Durable rubber replaces the plastic push buttons.
- Backward compatible with most older scoreboards.
- Custom designed overlay featuring sport specific graphics.
- ETN entry can be done on any overlay through the option menu. (Many competitors require a separate PC for ETN entry)
- Rechargeable Battery option.
- Handheld switches included as required.
- Internal Antenna.
- High Brightness, illuminated LED display.

Easy to Read, sport specific Overlays



Advanced Software features:

New Game, Horn Tone / Volume, Time Out time, Time of Day, Segment Timer & more.

Combine your scoreboard with a Nevco monochrome or full-color message center to create a complete scoring and display system. Team/Sponsor signs also available.

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INTEGRATED DISPLAY AND SCORING SOLUTIONS

Model MPCW-7 Operating Features

Alphanumeric LED display.

Operator keyboards.

Optional hand-held remote switch
(will operate from either receptacle).
Required for specific accessories.

Changeable sport-specific overlay.

Power adapter.

Two control cable outputs for wired
applications capable of operating wired
and wireless simultaneously.

Recessed power switch.

Remote hand-held main time switch
(accurate to 1/50th of a second).
Horn switch included.

MPCW Receiver

Informational tag.

Output jack to
scoreboards.

OPTIONAL CARRYING CASE AVAILABLE:

The CC-3 double wall carrying case is lightweight and durable, made of high density polyethylene. Size 18 1/2" x 14 1/2" x 6". Black textured finish resists dents and scuffs. Case features trouble-free mechanical latches and hinges. Padded case interior is large enough for Nevco MPCW control, hand-held switch, and 25' of scoreboard control cable.



CERTIFICATIONS: FCC, CE, INDUSTRY CANADA.

MPCW-7 CONTROL: Microprocessor-based operator's control. Construction of black high impact break-resistant plastic, size 11" x 9 1/2" x 4 1/8" (.28 x .24 x .10 m). Includes: remote hand-held time switch accurate to 1/50th of a second, horn button included on time switch and keyboard overlay. Control features: bright LED display, lithium cell battery backup to maintain scoreboard memory and time of day, self test mode, power on-off switch, alternate time control, internal beeper acknowledging each entry, profile capabilities and multiple scoreboard operation. Capable of operating wireless or wired scoreboard systems.

TIMERS: For scoreboards with timers, additional features: time of day display, multiple time out timers with warning, interval horn, up-count auto stop with horn. 1/10th seconds are displayed during the last minute.

RANGE: Maximum range of 1,000 feet from control to receiver. (Clear Line of Sight)

DIMMER: Activated from control for scoreboard.

POWER: WALL OUTLET POWER ADAPTER: One required for each control and each receiver. Input: 100-240 Volts, .4 Amps, 50/60 Hz. Output: 9 volts, 2 Amps. Maximum 9 Volt output power 18 Watts.

OPERATES MODELS: All Nevco scoreboards except UltraScore, UltraWrestling, SEG-14, SEG-18, 9650, 9651 and 9652.

GUARANTEE: TO VIEW OR RECEIVE THE MOST RECENT COPY OF OUR GUARANTEE, PLEASE VISIT: NEVCO.COM/WARRANTY-LIMITATION

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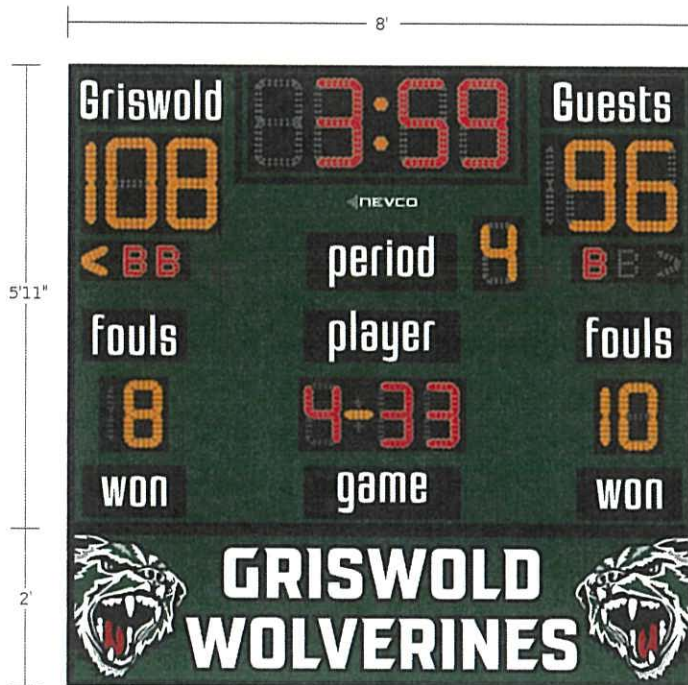
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GRISWOLD HIGH SCHOOL, GRISWOLD, CT

PROOF #67479A-PR

PROOF INCLUDES:

- Model 2750 Basketball/
Volleyball/Wrestling LED Scoreboard
(2) 8'W x 5'11'H x 8"D
Scoreboard Color: 187 Forest Green
Custom Team Name: Griswold
Custom Striping: 183 Jet Black
- Non-illuminated Sign
(2) 8'W x 2'H
- SSC-7-SS Set Slim Shot Clock LED Display
(Set of 2) -
20"W x 20"H x 2"D



SIGNATURE OF APPROVAL _____ DATE _____

This rendering is for conceptual purposes only. It may not be to exact scale or specifications and should not be used for installation purposes. Every effort has been made to make it as accurate as possible. Beams and or pillars are for illustration only. Engineering specifications may require changes in the quantity, size and/or shape of beams and pillars to meet installation requirements. Nevco assumes no obligations or liability regarding the viability of applicability of existing structures. THIS DRAWING IS THE PROPERTY OF NEVCO INC. AND SHALL NOT BE REPRODUCED, COPIED, SHARED or DISTRIBUTED WITH ANYONE OTHER THAN THE INTENDED STAFF OR CLIENT OF THE PROPOSED PROJECT WITHOUT THE EXPRESSED PERMISSION OF NEVCO INC.

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Account Name	Griswold High School	Created Date	12/24/2025
Quote Number	00194469	Expiration Date	1/31/2026
Contact Name	Steve Cravinho	Prepared By	Dan Schneider
Title	Athletic Director	Title	Display and Scoring Consultant
Email Address	scravinho@griswoldpublicschools.org	Phone	(860) 859-7744
		Fax	(618) 664-0398
		Email Address	dschneider@nevco.com

Quantity	Model/Part #	Product Description	Dimensions L x H x W/D	Total Price
2.00	2750-NL	Basketball/Volleyball/Wrestling LED Scoreboard with Amber/Red Digits	8'x5'11"x8"	USD 9,526.00
2.00	ADI 8-2	Non-illuminated Indoor Sign	8'x2'	USD 1,066.00
1.00	SSC-7-SS Set	Slim Shot Clock LED Display (Set of 2) - Black with Red Digits	20" x20"x 2"	USD 2,596.00
2.00	235-5030	Striping 1" - Indoor Models (perimeter/timer)		USD 352.00
2.00	235-5000 Non-Std Caption-Indoor	Caption In Place of Standard - Indoor		USD 106.00
4.00	MPCW-7 Indoor Rec	Receiver MPCW-7 (Wireless) for indoor scoreboards		USD 2,472.00
1.00	MPCW-7	Controller MPCW-7 (Wired or Wireless)	0.9'x0.8'x4"	USD 1,333.00
1.00	MPCW Case	MPC/ MPCW Control Carrying Case	1.7'x1.1'x8"	USD 97.00
Ttl Shipping Wt (lbs)		560	Subtotal	USD 17,548.00
County		New London	Freight	USD 798.00
			Installation	USD 4,400.00
			Total	USD 22,746.00

Billing/Shipping Information

Bill To Name	Griswold High School	Ship To Name	Griswold High School
Bill To	267 Slater Ave	Ship To	267 Slater Ave
	Griswold, CT 06351		Griswold, CT 06351
	USA		USA

Quote Terms and Conditions

The above pricing is for equipment only and does not include installation (unless specified) or taxes (if applicable). Unless shown specifically in the quote, shipping is an additional cost and is not included. Due to the custom nature of our products, our preferred payment terms are 50% down and remaining balance net 30. Additional payment terms available upon credit review. Shipping terms are F.O.B. Greenville, IL USA.

All Scoreboards and Message Centers are UL Listed and most come with our free 5-year guarantee (Exception: Special promotion/packages may have shorter warranty and are noted in product descriptions). Portable Production Kits carry a 3-year guarantee. Wireless components and Solar Power Kit carry a 2-year guarantee. Hand-held controls, switches and

printed scrim carry a 1-year guarantee. Performance and Payment Bonds, if required, will include a one-year warranty after substantial completion.

STATE TAX EXEMPT FORM MUST BE SUBMITTED WITH ORDER OR TAXES WILL BE INVOICED.

Scoreboards are available in 15 standard colors at no extra charge. Please contact your consultant for production/shipping lead times.

Purchase Order
Address

Nevco Sports, LLC
301 East Harris Ave
Greenville, IL 62246-2151

Remit To Address

Nevco Sports, LLC
P.O. Box 74758
Chicago, IL 60694-4758
800.851.4040 / 618.664.0360

Leasing Program

If your purchase exceeds \$10,000, you may qualify for our leasing program allowing you more flexibility to spread out the cost of your NEVCO scoring and display solution over of a period up to five (5) years. Benefits of our leasing program include fixed rate financing, non-appropriation clause, no prepayment penalty, and customizable payment schedules. Plus, at the end of the lease, the equipment is yours to keep with no additional balloon payments.

Sample payment options as follows:

\$10,000 in total equipment cost = \$2,400 per year
\$25,000 in total equipment cost = \$6,000 per year
\$50,000 in total equipment cost = \$12,000 per year
\$100,000 in total equipment cost = \$24,000 per year
\$250,000 in total equipment cost = \$60,000 per year

**Payments based on 5 year/annual payment in advance structure. Leasing is subject to credit approval and agreed upon documentation with Nevco's lending partner. Contact your Nevco scoring and display consultant for additional options and details.



BASKETBALL

SCOREBOARDS

MODEL 2750

Size: 8' x 6' x 8" (2.44 x 1.83 x .20 meters)

Approximate hanging weight: 107 lbs. (49 kg)

Digit Size: 13"/9" **Digit Color:** High Intensity Red & Amber or White



CUSTOMIZE "HOME" AND "GUESTS" BY UPGRADING TO ELECTRONIC TEAM NAMES.
MODEL ABOVE SHOWN WITH ALL WHITE DIGITS UPGRADE.

Advanced timing features ideal for Basketball/Volleyball/Wrestling Facilities.

- Energy-efficient LEDs reduce power consumption and operating expense.
- Ability to retrofit team name caption plates.
- Bright, long lasting LED lamp banks when ordered with rear-lit team names.
- Large, 4" Bonus, Double Bonus and Possession Indicator digits included.
- Durable and lightweight cabinet design.
- Universal—syncs with Nevco accessories.
- Extended advertising opportunities.
- Lighted time colon and decimal; automatically adjusts to 1/10th of a second.
- Built-in Power Factor Correction.
- Includes basketball, volleyball and wrestling caption plates.
- Soccer available with MPCX₂ and MPC7 series controls.
- Advantage Timer feature included with wrestling captions.



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INTEGRATED DISPLAY AND SCORING SOLUTIONS



Model 2750 (Indoor) Basketball/Volleyball/Wrestling Scoreboard

SCOREBOARD/CONTROL OPERATING FEATURES

MODEL 2750	MPC WIRED	MPCW WIRELESS	MPCX ₂ WIRELESS	NEVCO ONE
TIMING 13" High Intensity Red LED Digits Or all White Digits Upgrade	Bi-directional UP or DOWN count. Any number can be set between 0:00-99:59. 1/10th seconds display during final minute.	Bi-directional UP or DOWN count. Any number can be set between 0:00-99:59. 1/10th seconds display during final minute.	Bi-directional UP or DOWN count. Any number can be set between 0:00-99:59. 1/10th seconds display during final minute.	Bi-directional UP or DOWN count. Any number can be set between 0:00-99:59. 1/10th seconds display during final minute.
TEAM SCORES 13" High Intensity Amber LED Digits Or all White Digits Upgrade	Displays 0-199	Displays 0-199	Displays 0-199	Displays 0-199
PERIOD 9" High Intensity Amber LED Digits Or all White Digits Upgrade	Displays 0-9	Displays 0-9	Displays 0-9	Displays 0-9
NEXT POSSESSION (BASKETBALL) SERVE (VOLLEYBALL) ADVANTAGE (WRESTLING) High Intensity Amber LED Digits Or all White Digits Upgrade	Displays arrow for each team.	Displays arrow for each team.	Displays arrow for each team.	Displays arrow for each team.
BONUS/DOUBLE BONUS High Intensity Red LED Digits Or all White Digits Upgrade	Displays the letter "B" for each team (BASKETBALL)	Displays the letter "B" for each team (BASKETBALL)	Displays the letter "B" for each team (BASKETBALL)	Displays the letter "B" for each team (BASKETBALL)
PLAYER/FOUL (BASKETBALL) GAME (VOLLEYBALL) WEIGHT (WRESTLING) 9" High Intensity Red LED Digits Or all White Digits Upgrade	BASKETBALL displays 0-99 for player number and 0-9 for personal fouls. VOLLEYBALL displays game number. WRESTLING can be used as advantage timer or display weight.	BASKETBALL displays 0-99 for player number and 0-9 for personal fouls. VOLLEYBALL displays game number. WRESTLING can be used as advantage timer or display weight.	BASKETBALL displays 0-99 for player number and 0-9 for personal fouls. VOLLEYBALL displays game number. WRESTLING can be used to display weight.	BASKETBALL displays 0-99 for player number and 0-9 for personal fouls. VOLLEYBALL displays game number. WRESTLING can be used as advantage timer or display weight.
FOULS (BASKETBALL) MATCH (WRESTLING) 9" High Intensity Amber LED Digits Or all White Digits Upgrade	Displays 0-19 for each team.	Displays 0-19 for each team.	Displays 0-19 for each team.	Displays 0-19 for each team.
TIME OF DAY	In place of displaying game time on the scoreboard, the "time out" time may be displayed or the "time of day". "Time of day" can still display after control turned off.	In place of displaying game time on the scoreboard, the "time out" time may be displayed or the "time of day". "Time of day" can still display after control turned off.	"Time of day" can display after control turned off.	Supported functionality available in 2023
HORN Two located in scoreboard	Sounds automatically at 0:00 for a minimum of two (2) seconds. May omit automatic horn. Can sound manually at any time.	Sounds automatically at 0:00 for a minimum of two (2) seconds. May omit automatic horn. Can sound manually at any time.	Sounds automatically at 0:00 for a minimum of two (2) seconds. May omit automatic horn. Can sound manually at any time.	Sounds automatically at 0:00 for a minimum of two (2) seconds. May omit automatic horn. Can sound manually at any time.
JUNCTION BOXES	Two (2) 4"x2 1/8" with covers, furnished per scoreboard for installation.	N/A	N/A	N/A
CONTROL CABLE	One (1) length required of 2-WIRE (coaxial type) 1/4" diameter. Order length required.	N/A	N/A	Ethernet (Optional)
SEGMENT TIMING	Supported.	Supported.	Requires MPCX ₂ segment timer control.	Supported functionality available in 2023

In addition to the standard 15 colors, Nevco can match any PMS color. Please contact your local Display and Scoring Consultant for pricing information.

#186 Red	#199 Maroon	#191 Orange	#192 Yellow	#193 Kelly Green	#187 Forest Green	#196 Teal	#188 Electronic Blue	#184 Royal Blue	#197 Midnight Blue	#185 Navy Blue	#190 Purple	#202 Tan	#194 Gray	#183 Jet Black
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AGENCY APPROVAL: UL/CUL listed, FCC, CE, INDUSTRY CANADA.

SCOREBOARD: Size 8'L x 6'H x 8"D (2.44 x 1.83 x .20 meters), constructed of aluminum. Hanging weight approximately 107 lbs. (49 kg).

CAPTIONS: HOME, GUESTS, FOULS, PLAYER, WON, GAME, MATCH, WEIGHT and PERIOD, white 6" high. (HOME and GUESTS are omitted when ordered with ETNs.)

LED UNITS: Seven-bar segmented digits with protective aluminum cover.

POWER WITHOUT ETNS: 120 VAC, .80 Amps, 50/60 Hz. / 240 VAC, .40 Amps, 50/60 Hz. Requires earth ground.

POWER WITH ETNS: 120 VAC, .90 Amps, 50/60 Hz. / 240 VAC, .45 Amps, 50/60 Hz. Requires earth ground.

BUILT-IN LIGHTNING PROTECTION: All models feature optical isolation circuitry providing additional protection against lightning strikes.

GUARANTEE: TO VIEW OR RECEIVE THE MOST RECENT COPY OF OUR GUARANTEE, PLEASE VISIT: NEVCO.COM/WARRANTY-LIMITATION
U.S. SERVICE: 1-800-851-4040 **INTERNATIONAL SERVICE: 1-618-664-0360** **CANADA SERVICE: 1-800-461-8550**



BUILD YOUR OWN DISPLAY AND SCORING SYSTEM ONLINE AT:
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FAX: 618-664-0398 **E-MAIL: INFO@NEVCO.COM**



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, Director of Fiscal & Personnel Services

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

February 5, 2026

Mr. Isiah Lovell
6 Walcott Street
Willimantic, CT 06226

Dear Isiah,

As we prepare for an upcoming Board of Education meeting, we are looking forward to recognizing the contributions of our staff. One of the most important steps in recognition will be to celebrate those individuals who have made a difference in our schools. We would like to take a moment to recognize you as our *Griswold Forward* award recipient in the month of February 2026.

Because you will be an honoree, the Board would like to recognize you on **Thursday, February 12th, 2026, at 6 PM in the Griswold Middle School cafeteria.** I would to ask that you confirm your attendance with my executive assistant, Mrs. Robin Drobiak @ rdrobiak@griswoldpublicschools.org.

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

Sincerely,

Sean P. McKenna,
Superintendent of Schools

cc: GES Administration
BOE Members
Personnel File

Mission – Goals – Objectives

Nondiscrimination

~~The Board of Education, in compliance with federal and state law, affirms its policy of equal educational opportunity for all students and equal employment opportunity for all persons. The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.~~

The Board of Education, in compliance with federal and state law, affirms its policy of equal educational opportunity for all students and equal employment opportunity for all persons.

Nondiscrimination in School and Classroom Practices

It is the policy of the District to provide equal opportunity for all students to achieve their maximum potential through the programs offered in all District schools regardless of race, color, age, creed, religion, gender, gender identity or expression, sexual orientation, ancestry, national origin, **disability, status as a victim of sexual assault or status as a victim of trafficking in persons**. The District shall provide to all students without discrimination, course offerings, counseling, assistance, employment, athletics and extracurricular activities. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with federal and state statutes and regulations.

Students and third parties who have been subject to discrimination are encouraged to promptly report such incidents to the District's Compliance Officer.

All complaints of discrimination shall be investigated promptly. Corrective action must be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the District's legal and investigative obligations.

Neither reprisals nor retaliation shall occur as result of good faith charges of discrimination.

Nondiscrimination in Employment/Contract Practices

It is the Board's policy to provide all persons equal access to all categories of employment in this District regardless of race, color, age, creed, religion, gender, gender identity or expression, sexual orientation, ancestry, national origin, **status as a victim of domestic violence, marital status, mental or physical disability, or disability, genetic information, status as a Veteran or any other basis prohibited by Connecticut state and/or federal laws**. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with federal and state statutes and regulations. **The Board shall grant victims of sexual assault or trafficking reasonable leave to attend to related medical, psychological and legal matters related to such status**

Mission — Goals — Objectives

Nondiscrimination (continued)

Employees and third parties who have been subject to discrimination are encouraged to promptly report such incidents to the District's Compliance Officer.

All complaints of discrimination shall be investigated promptly. Corrective action must be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the District's legal and investigative obligations.

Nondiscrimination in Employment/Contract Practices

Neither reprisals nor retaliation shall occur as a result of good faith charges of discrimination.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates **the Director of Student Services as the Compliance Officer.** ~~the Curriculum Director as the District's Compliance Officer.~~

The Compliance Officer shall publish and disseminate this policy and complaint procedure annually to students, parents, employees and the public. Nondiscrimination statements shall include the position, office address, and telephone number of the Compliance Officer.

The Compliance Officer is responsible to monitor the implementation of nondiscrimination procedures in the areas listed.

School and Classroom Practices

1. Curriculum and Materials

Review curriculum guides, textbooks and supplementary materials for discriminatory bias.

2. Training

Provision of training for students and staff ~~to identify and alleviate problems of nondiscrimination~~ **to identify, address, and prevent problems associated with discrimination and bias.**

3. Student Access

Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.

4. District Support

Assure that like aspects of the school program receive like support as to staffing, compensation, facilities, equipment and related matters.

Mission — Goals — Objectives

Nondiscrimination (continued)

5. Student Evaluation

Review of tests, procedures and guidance and counseling material for stereotyping and discrimination.

Employment/Contract Practices

1. Development of position qualifications, job descriptions and essential job functions.
2. Recruitment materials and practices.
3. Procedures for screening, interviewing and hiring.
4. Promotions.
5. Disciplinary actions, up to and including terminations.
6. The Board allows the mandatory human trafficking awareness training to be provided in any format, including but not limited to, video presentation.

The building Principal or his/her designee shall be responsible to complete the following duties when receiving a complaint of discrimination:

1. Inform the student, employee, or third party of the right to file a complaint with the Compliance Officer and the complaint procedures.
2. Inform the student complainant that he/she may be accompanied by a parent/guardian or adult advocate during all steps of the complaint procedure.
3. Inform the Superintendent and Compliance Officer and any other person who may be involved within two (2) working days.
4. Notify the complainant and the accused of the progress at appropriate stages of the procedure.
5. Refer the complainant to the Compliance Officer if the building Principal is the subject of the complaint.

~~Complaint Procedure — Student/Employee/Third Party~~ ~~Step 1 — Reporting~~

~~A student, employee, or third party who believes he/she has been subject to conduct that constitutes a violation of this policy is encouraged to report the incident immediately. A complaint must be made within forty (40) days of the alleged occurrence to the Compliance Officer.~~

~~A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building Principal.~~

~~The complainant is encouraged to use the report form available from the building Principal, but oral complaints shall be acceptable.~~

0521(d)

Mission — Goals — Objectives

Non-Discrimination

Complaint Procedure — Student/Employee/Third Party (continued)

~~Step 2 — Investigation~~

~~Upon receiving a complaint of discrimination the Compliance Officer will then inform the Superintendent and the building Principal and any other person who may be involved (including any person who is accused of harassment of violation) within two (2) working days.~~

~~The investigative panel shall typically include the Compliance Officer, the Principal, and a Guidance Counselor.~~

~~If one of these members is the subject of investigation, the Superintendent will appoint another member.~~

~~Within fifteen (15) school days from the receipt of the complaint, the panel will convene during school hours to informally investigate the complaint. The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. Other information and materials relevant to the investigation may also be evaluated.~~

~~If a student has filed complaint, he/she may have a parent/guardian or adult advocate present.~~

~~Every effort will be made to resolve the complaint on an informal basis.~~

~~The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation is pending or has been concluded.~~

~~Step 3 — Investigative Report~~

~~The Compliance Officer shall prepare a written report within fifteen (15) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommended disposition of the complaint.~~

~~Copies of the report shall be provided to the complainant, the accused and the Compliance Officer.~~

~~Step 4 — District Action~~

~~If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the District shall take prompt, corrective action to ensure that such conduct ceases and will not reoccur.~~

0521(e)

Mission — Goals — Objectives

Non-Discrimination

Complaint Procedure — Student/Employee/Third Party (continued)

~~Step 5 — Appeal Procedure~~

~~Disciplinary actions, in the case of students, shall be consistent with the school disciplinary practices, Board policies, administrative regulations, and state and federal laws.~~

~~Disciplinary actions, in the case of employees and third parties, shall be consistent with the Board policies, administrative regulations, state and federal laws, and applicable collective bargaining unit agreements.~~

~~The complainant, if not satisfied with a finding of no violation of the policy or with the corrective action recommended in the investigative report, the aggrieved party may request a second formal meeting with the Superintendent of Schools, the Compliance Officer, and the building Principal (unless one of these is the alleged harasser/violator, in which case another member shall be appointed).~~

~~In the event of a second meeting, a written report will be prepared along with any findings of the investigation and any corrective or disciplinary action to be recommended.~~

~~If the complainant is not satisfied with the outcome of this second meeting, she/he may file a complaint with the Office of Civil Rights within 180 days of the alleged incident to the following address: Office for Civil Rights, US Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921.~~

Discrimination Grievance Procedure

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise concerning claims of discrimination. Evidence of reprisal against a complainant or witness shall be viewed as a violation of this policy.

Any person who wishes to inquire or to register a complaint concerning alleged discrimination in the Griswold Public Schools shall have an opportunity to bring such concerns to the attention of the Compliance Officers or Superintendent, who has the authority to resolve such complaints. The following grievance procedure shall be utilized by any student, parent or employee in making a complaint or inquiry. Officials shall be governed by this procedure.

Level I: The complainant shall discuss the alleged discriminatory act or practice with the

Compliance Officers or the individual closest to the daily decision-making level. This will normally be a principal, teacher, counselor, department chairperson, head custodian, or cafeteria manager. If satisfaction cannot be achieved through informal discussion, the following procedure must be initiated.

0521(f)

Mission — Goals — Objectives

Non-Discrimination

Level II: The complainant shall, within forty (40) calendar days of the alleged incident, on forms provided, put the complaint in writing and file it with either of the Compliance Officer. Within five (5) working days a conference must be held. Within five (5) working days following the conference, the complaint must be resolved to the satisfaction of both parties or referred to the Superintendent of Schools. Within five (5) working days, the Compliance Officer shall notify the Superintendent and must notify the complainant of this notification. The Board will be apprised by the Superintendent of any grievance reaching Level II.

(cf. 4111 - Recruitment and Selection)
(cf. 4111.1/4211.1 - Affirmative Action)
(cf. 4118.11 - Nondiscrimination)
(cf. 4118.111 - Grievance Procedure-Title IX)
(cf. 4118.113/4218.113 - Harassment)
(cf. 5145.4 - Nondiscrimination)
(cf. 5145.5 - Sexual Harassment)
(cf. 5145.51 - Peer Sexual Harassment)
(cf. 5145.52 - Harassment)
(cf. 5145.6 - Student Grievance Procedure)
(cf. 6121 - Nondiscrimination)
(cf. 6121.1 - Equal Educational Opportunity)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR Section 106.8(b), OCR Guidelines for Title IX. Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (aO 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)
Mentor Savings Bank FSB v. Vinson, 477 U.S. 57(1986)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26,1998)
Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)
Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15e Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation")

10-153 Discrimination on account of marital status.

17a-10I Protection of children from abuse.

The American with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

Meacham v Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Policy adopted: July 22, 2013

GRISWOLD PUBLIC SCHOOLS
Griswold, Connecticut

REPORT FORM FOR COMPLAINTS OF DISCRIMINATION

Complainant: _____
Home Address: _____
Home Phone: _____
School building: _____
Date of Alleged Incident(s): _____

Alleged harassment was based on: (Check all that apply.)

- | | | | |
|-----------------------------------|-------------------------------------|---|--|
| ☐ Race | ☐ Color | ☐ National Origin | ☐ Gender Identity or Expression |
| ☐ Gender | ☐ Disability | ☐ Religion | ☐ Status as a Veteran |
| ☐ Ancestry | ☐ Age | ☐ Sexual Orientation | ☐ Status as a Victim of Domestic Violence |
| | | | ☐ Status as a victim of assault or as victim of trafficking in persons. |

Name of person you believe violated the District's nondiscrimination policy:

If the alleged discrimination was directed against another person, identify the other person:

Describe the incident as clearly as possible, including any verbal statements (i.e., threats, derogatory remarks, demands, etc.) and any actions or activities. Attach additional pages if necessary:

When and where incident occurred: _____

List any witnesses who were present: _____

This complaint is based on my honest belief that _____ has discriminated against me or another person. I certify that the information provided in this complaint is true, correct and complete to the best of my knowledge.

Complainant's Signature

Date

Received By

Date

This notice meets the minimum requirement of the regulation enforced by the Department of Education's Office for Civil Rights (OCR)

Non-Discrimination Notice

The Griswold Public Schools does not discriminate on the basis of a disabling condition as it applies under Section 504 of the Rehabilitation Act of 1973.

The Griswold Public Schools does not discriminate on the basis of race, color, religion, national/ethnic origin, age, sex, sexual orientation, gender identity or expression, or disability in its programs, activities, and employment practices.

The following individuals are coordinators for Title IX (sex discrimination), Title VI (race, creed and color) and Section 504 (disabled):

Title IX and Title VI

Name

Telephone Number

Section 504

Name

Telephone Number

Harassment Is ILLEGAL



SEXUAL HARASSMENT IS PROHIBITED based on Federal Law - Title IX of the Education Amendments of 1972, and State Law – Sec. 10-15c. Harassment based on sexual orientation is also protected under State Law – Sec. 10-15c.

FOR STUDENTS: Sexual harassment is **unwanted and unwelcome** behavior of a sexual nature which interferes with a student's right to learn, study, work, achieve, or participate in school activities in a comfortable and supportive atmosphere. You have a right to participate in all school and classroom activities in an atmosphere free from sexual harassment. You have a responsibility not to engage in sexual behaviors that are unwelcome or offensive to others.

Examples of Sexual Harassment include: unwelcome sexual advances, suggestive or lewd remarks, unwanted hugs, touches, kisses; requests for sexual favors; retaliation for complaining about sexual harassment, derogatory or pornographic posters, cartoons or drawings.

If you have questions or believe that you or others are being harassed, contact:

District Title IX Coordinator:
Office Address:
Telephone number:
Email Address:

Building Title IX Coordinator:
Office Address:
Telephone number:
Email Address:

You may also contact: The Connecticut Commission on Human Rights and Opportunities (CHRO), 21 Grand Street, Hartford, CT 06106 (Tel: 860-541-3400 or 800-477-5737) Connecticut law requires that a formal complaint be filed with the Commission within 180 days of the date under which the alleged harassment occurred.

You may also contact: Office for Civil Rights, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921, Telephone: 617-289-0111, FAX: 617-289-0150; TDD: 877-521-2172

Email: OCR.Boston@ed.gov, Filing complaints electronically:
<http://www.ed.gov/about/offices/list/ocr/complaintintro.html>.

Sexual harassment is not limited to prohibited behavior by a male toward a female, or by a supervisory employee toward a non-supervisory employee, or a teacher to a student. The victim does not have to be the opposite sex of the harasser. Harassment may be student to student, teacher to student, student to teacher or teacher to teacher. The gender of the complainant and/or the alleged harasser is irrelevant, even if they are of the same gender. Sexual harassment based on sexual orientation or gender identity is also prohibited under State Law.

► ***What should I do if I believe I am being sexually harassed?***

- Find out about your school or school district's policy and procedures for handling sexual harassment issues. Follow those procedures.
- Take action and get help when needed. Ignoring sexual harassment is not an effective way to stop it.
- Whenever possible, tell the harasser verbally or in writing what the specific behaviors are that you find offensive. Ask him or her to stop.
- Report the offensive behaviors to a teacher, counselor, Title IX coordinator, or school administrator.
- Keep a detailed record of the harassing behavior to share with school officials who investigate your complaint.
- If not satisfied with the resolution of your concerns, contact one of the appropriate organizations listed.

The victim does not have to be the person at whom the unwelcome sexual conduct is directed; the victim may be someone who is a witness to and personally offended by such conduct although directed toward another. Sexual harassment is unwelcome conduct that is personally offensive, lowers morale, and interferes with educational performance. This unwelcome sexual behavior is defined from the perspective of the victim, not the harasser.

► ***Where to Get Help***

- ~~**State Title IX Coordinator:** Dr. William A. Howe, Connecticut State Department of Education, 165 Capitol Ave., Hartford, CT 06106 (860-713-6752)
email: william.howe@ct.gov~~
- **State Title IX Coordinator:** Dr. Adrian R. Wood, Connecticut State Department of Education Turnaround Office, 450 Columbus Boulevard, Suite 602, Hartford, CT 06103
telephone: (860-713-6795)
email: Adrian.wood@ct.gov
- **Permanent Commission on the Status of Women (PCSW)**
18-20 Trinity Street, Hartford, CT 06106 (860-240-8300)
<http://www.cga.state.ct.us/PCSW/>
- **Connecticut Women's Education and Legal Fund (CWEALF)**
75 Charter Oak Avenue, Suite 1-300, Hartford, CT 06106, <http://www.cwealf.org/>

YOUR SCHOOL'S NON-DISCRIMINATION STATEMENT:

**P0521
Appendix**

Discrimination Grievance Form

Any student, parent/guardian, employee or employment applicant who feels that he/she has been discriminated against on the basis of race, color, age, religion, national origin, ancestry, sex, sexual orientation, gender identity or expression, marital status, mental or physical disability, status as a victim of domestic violence, **status as a victim of sexual assault, status as a victim of trafficking in persons**, status as a Veteran or equal access to Scouting America and other designated youth groups may discuss and/or file a grievance with either of the **Compliance Officer** ~~Civil Rights Coordinators~~ of the Griswold Public Schools. Reporting should take place within 40 calendar days of the alleged discrimination **to the Compliance Officers** ~~Civil Rights Coordinators~~:

_____ at _____ or _____ at _____

Name of Presenter/Complainant: _____

Employee _____ Employment Applicant _____ Student _____ Parent/Guardian _____

Home address _____

Phone _____ Date of Claim _____ Date of Incident _____

1. Statement of Incident/Issue (include all pertinent information: who, how, where, when, how often, feelings, witness).
2. Please attach any additional information/documentation as necessary.

Signature of Presenter: _____

Signature of **Compliance Officer** ~~Civil Rights Coordinator~~:

Date Received: _____

*Forms are available from either of the **Compliance Officer** ~~Civil Rights Coordinators~~,
Administrators and Guidance Offices.*



GRISWOLD PUBLIC SCHOOLS
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Tel: (860) 376-7600 Fax: (860) 376-7607
griswoldpublicschools.org

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

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

MEMO

To: Griswold Board of Education

From: Sean P. McKenna/Superintendent

Subject: Donation from Tanger Kids Grant Foundation

Date: February 12th, 2026

Tanger Kids Grant Foundation, gifted a grant in the amount of \$500 to Griswold High School. Stephanie Rourke, GHS Interventionist, applied for and received this grant. Representatives from Tanger Kids Grant Foundation went to GHS on Friday, January 30th, 2026, to present the award along with a goodie bag.

We are so grateful to have received this very generous gift/grant and we ask the Griswold Board of Education to accept this gift/grant of \$500 from the Tanger Kids Grant Foundation for Griswold High School, with appreciation and gratitude.

Thank you.



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, Director of Fiscal & Personnel Service

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

MEMO

To: Griswold Board of Education
From: Sean P. McKenna/Superintendent
Subject: Donation from Tanger Kids Grant Foundation
Date: February 12th, 2026

Tanger Kids Grant Foundation, gifted a grant in the amount of \$500 to Griswold High School. Jill Long, GHS Special Education Teacher, applied for and received this grant. Representatives from Tanger Kids Grant Foundation went to GHS on Friday, January 30th, 2026, to present the award along with a goodie bag.

We are so grateful to have received this very generous gift/grant and we ask the Griswold Board of Education to accept this gift/grant of \$500 from the Tanger Kids Grant Foundation for Griswold High School, with appreciation and gratitude.

Thank you.

Mid-Year TLI Department Update

Empowering Student Success & Educator Growth



Curriculum

Social Studies Units
Library Mapping
Beginning Electives K-12



AimswebPlus

Benchmark Testing and
Progress Monitoring



Data Analysis

Supporting discipline and
grade-level specific goals



Instructional Technology

Updated resource list
Ongoing professional development
Streamline/enhance programs



New Teacher Check-Ins

Drop-in visits
TEVAL observations
Instructional conferences



LAS Links

Annual state required
Language Proficiency
Assessment



Library Media Collaborations

Aligning key digital and print
literacy practices, teacher
collaborations



Professional Learning Days

Required training
Choices for learning to align with
goals



Instructional Support

Providing resources and
strategies



TEAM

New Teachers & Mentors
Training



Multilingual Learners

31 English learners
5 languages spoken
Supported in mainstream
classes and through small
group instruction



Digital Wellness Initiative

Developing and Aligning
Practices and Curriculum for
Future Plans
ISTE Collaborations



Continuous Learning

Sharing resources and
learning from professional
workshops and webinars



Instructional Spotlight

Showcasing great teaching and
learning across K-12
Sharing best practices and resources

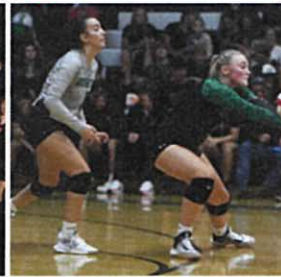


Compliance

K-3 Reading Curriculum &
Assessment
Learner Support & Screening



Griswold Forward



February 12th, 2026 BOE MEETING
Building-Level Report:
Goals, Progress Points, & the Next Phase of Work



Griswold Elementary School

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. (SEL goal)

- Daily attendance rate, 94.79% / increase of 1.5% compared to last year
- Chronic absenteeism, 15.7% / decrease of .5% compared to last year
- Interventions, 65 students in Tier 2 and 3 reading program / 86 students in Tier 2 and 3 math program
- 40 students in Check In/Check Out programs and leadership opportunities

School Climate & Character Development:

- Conduct monthly Town Hall meetings to introduce and reinforce character traits, recognize student achievements, and integrate *Kindness In The Classroom* units, with 100% student participation and documented recognition each month.

Counseling & Student Support Services:

- Provide comprehensive counseling and intervention services, including individual and group counseling, Check-In/Check-Out (CICO), leadership programs, and targeted work groups, resulting in timely support for all identified students and ongoing progress monitoring.

Attendance Improvement & Truancy Prevention:

- Improve overall attendance and reduce chronic absenteeism through weekly data review meetings, early identification of at-risk students, and targeted interventions, with the goal of increasing average daily attendance and reducing chronic absenteeism rates by the end of the school year.

Griswold
Forward



Griswold Elementary School

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. (Personalized & Blended Learning goal)

% of students meeting usage minutes in LEXIA

Kindergarten - 65%

Grade 1 - 88%

Grade 2 - 91%

Grade 3 - 86%

Grade 4 - 61%

Equitable Access to Technology:

- Maintain a 1:1 student-to-device ratio for all students, ensuring access for all students to instructional technology during the school day.
- Lexia reading program used in all kindergarten - grade 4 classrooms.

Multi-Tiered System of Supports (MTSS):

- Implement a refined MTSS framework resulting in timely intervention for identified students, improved academic growth, student engagement, attendance trends, and ongoing progress monitoring for students receiving Tier 2 and Tier 3 supports.

Project-Based & Experiential Learning:

- Expand authentic learning opportunities by Increasing play-based and STEAM experiences in Kindergarten and Engaging Grade 4 students in the annual *Education Extravaganza* interdisciplinary project.

**Griswold
Forward**



Griswold Elementary School

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. (RBI/Tier 1 goal)

AimsWeb ELA and Math “low risk” Students, Fall 2025/Winter 2026

Kindergarten

- Literacy, Fall 42% / Winter 57%
Numeracy, Fall 33% / Winter 61%

Grade 1

- Literacy, Fall 77% / Winter 84%
Numeracy, Fall 38% / Winter 75%

Grade 2

- Literacy, Fall 54% / Winter 72%
Numeracy, Fall 32% / Winter 61%

Grade 3

- Literacy, Fall 72% / Winter 77%
Numeracy, Fall 42% / Winter 69%

Grade 4

- Literacy, Fall 68% / Winter 62%
Numeracy, Fall 59% / Winter 72%

Early Literacy Instruction:

- Implement Foundations/Heggerty/Bookworms daily with fidelity, resulting in improved phonemic awareness, phonics, spelling, and reading fluency, as measured by classroom assessments and benchmark data.

Mathematics Instructional Fidelity:

- Implement Illustrative Mathematics as designed in grades K–4, with instructional practices aligned to curriculum expectations and evidence of student growth on unit and benchmark assessments.

Professional Collaboration & Planning:

- Maintain weekly grade-level team meetings and scheduled administrative collaboration sessions, supporting consistent instructional practices and data-informed decision-making.

Curriculum Alignment & Continuous Improvement:

- Conduct Curriculum Discussion days focused on curriculum implementation, instructional strategies, and student data, ensuring continuous refinement of teaching and learning practices.

**Griswold
Forward**



Griswold Elementary School

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. (Reading goal)

- IAB's Reading/ELA as of 2/5/2026



Interim Assessment Blocks (IAB) ELA

Grades Tested: 3, 4

Tests Taken: 225

Date Last Taken: 01/12/2026



Analyze Winter Aimsweb benchmark data:

- To identify grade-level and schoolwide trends and pinpoint targeted areas for instructional improvement.

Establish grade-level SMART goals:

- (Specific, Measurable, Achievable, Relevant, and Time-Bound) aligned to assessment data and monitored regularly for progress.

Ensure access to instructional resources :

- Lexia Reading to support literacy instruction, while tracking and reporting student usage minutes and progress at the grade-level and schoolwide levels.

Leverage SBAC interim assessment data (FIAB/IAB):

- To identify instructional gaps and inform targeted teaching and intervention strategies for students in grades 3 and 4.

Griswold
Forward



Griswold Elementary School

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. (Math goal)

- IAB's Math as of 2/5/2026



Interim Assessment Blocks (IAB) Mathematics

Grades Tested: 3, 4

Tests Taken: 788

Date Last Taken: 02/03/2026



Review and analyze Winter Aimsweb benchmark data:

- To identify grade-level and schoolwide performance trends and determine priority areas for instructional improvement.

Develop and implement grade-level SMART goals:

- (Specific, Measurable, Achievable, Relevant, and Time-Bound) aligned to assessment data and reviewed regularly to monitor progress and guide instructional adjustments.

Ensure equitable access to math instructional resources:

- Including grade appropriate, while systematically tracking and reporting usage, engagement, and progress.

Utilize SBAC interim assessment data (FIAB/IAB):

- To identify instructional strengths and gaps and to inform targeted instruction and intervention planning for students in grades 3 and 4.

Griswold
Forward



Griswold Middle School

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

Behavior Referrals down 23%:

- 599 by February 2026
- 776 by February 2025

Attendance Data:

- 94% Daily Attendance Rate
- 15.7% Chronic Absenteeism

- Run advisory sessions with Second Step to teach self-awareness, empathy, and decision-making.
- Use Second Step SEL language in all classrooms daily.
- Address behavior using consistent, school-wide Second Step terms.
- Review walk-through and behavior data to improve CREW and SEL programs.
- Continue SEL initiatives like door greetings, praise, and positive behavior rewards.
- Attendance growth goals created with students.
- Attendance reward added to monthly Town Meetings.
- Attendance Celebration held twice a year

Griswold
Forward



Griswold Middle School

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.

(Personalized and Blended Learning Goal)

- Create units that allow students to learn at their own pace and address individual needs.
- Use weekly planning time to develop and refine blended learning units.
- Collaborate with the library media specialist to build lessons using SchoolAI.
- Analyze AIMSweb and IAB data to guide instruction and personalize content for each student.
- Participate in vertical team meetings to share lessons, strategies, and unit ideas.
- Implement stations that integrate technology, IABs, Lexia, Edmentum and Khan Academy to support differentiated learning.



**Griswold
Forward**



Griswold Middle School

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. (**Tier 1 goal**)

AimsWeb ELA and Math "at risk" Students, Fall 2025/Winter 2026

Grade 5

- Reading, Fall 14% / Winter 11%
Math, Fall 19% / Winter 14%

Grade 6

- Reading, Fall 15% / Winter 16%
Math, Fall 23% / Winter 26%

Grade 7

- Reading, Fall 7% / Winter 7%
Math, Fall 16% / Winter 16%

Grade 8

- Reading, Fall 16% / Winter 5%
Math, Fall 24% / Winter 30%

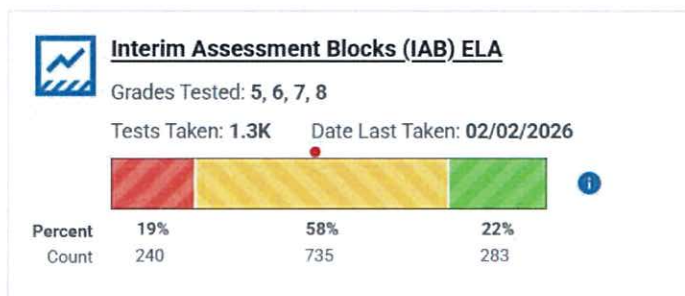
- MTSS Leadership Team meets weekly with an EastConn representative to guide implementation, problem-solve challenges, and strengthen systems of support.
- Grade-level MTSS teams meet biweekly to review student progress data and determine Tier 2 and Tier 3 intervention needs.
- Use weekly grade-level team meetings to analyze common assessments, Lexia, IAB, AIMSweb, Edmentum, and Khan Academy data to inform instruction.
- Leverage the addition of a math interventionist to redesign and strengthen math and reading intervention plans across all grades.
- Hold individual data conferences with students in math and language arts to review progress and set goals prior to winter benchmark testing and ICA/SBAC practice assessments.

Griswold
Forward



Griswold Middle School

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 (**Reading Goal**).



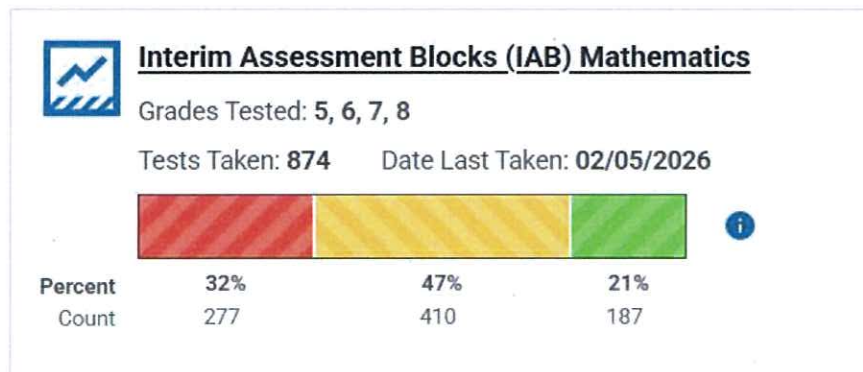
- Monitor Lexia progress to set clear goals, track student growth, and provide timely support for students not yet meeting benchmarks.
- Use AIMSweb data to regularly adjust intervention groups and deliver responsive, targeted reading support.
- Celebrate and share student literacy growth, including Lexia gains, improved reading levels, and SBAC progress.
- Analyze SBAC interim assessment data to identify areas of need and implement focused instruction to address specific skill gaps.
- Use IAB data to group students for targeted reading intervention during WEB.
- Provide reading support and intervention for students across all four grade levels.

Griswold
Forward



Griswold Middle School

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 **(Math Goal)**.



- Deliver the Illustrative Math curriculum with fidelity to ensure consistent, high-quality instruction.
- Align IAB schedules with current curriculum pacing and newly released assessments to better measure learning.
- Use SBAC interim data to pinpoint learning gaps and implement targeted instructional supports.
- Group students using IAB data to provide focused, skill-based intervention during WEB.
- Expand access to math intervention across all four grades through MTSS and teacher recommendations.
- Strengthen math support through the use of Edmentum in special education classes and targeted intervention settings.
- Implement a consistent, school-wide problem-solving strategy to build student confidence and mathematical reasoning.
- Emphasize explicit instruction and consistent use of math vocabulary to improve understanding and communication.

Griswold
Forward



Griswold High School

School Connect will be integrated across all classes. We aim for a 20% increase in positive student survey responses and a 15% reduction in behavioral referrals. **(SEL goal)**



Consistently implementing School Connect 100% of the time as scripted in the Scope & Sequence on SEL Wednesdays.

Student Behavior

★ Comparing the data at this time last year to the data at this time this year:

Year	ISS	OSS
24/25	50	47
25/26	33	36



Griswold
Forward



SEL

- ★ **Eight** students selected and celebrated for GHS Student Spotlight Awards monthly. These students exemplify the pillars of our VoG & what it means to be a Wolverine!
- ★ Two weekly Athletes of the Week (thank you, Booster Club!)
- ★ Weekly principal message sharing out celebrations & expectations.
- ★ Feed Griz - monthly celebration for any student who has completed community service.



Attendance

- ★ Quarterly attendance celebrations!
- ★ Attendance showcase highlighting performance by class!
- ★ Monthly drawings with prizes!
- ★ Regular announcements - monthly themes!

January:

9	94.13%
10	94.08%
11	92.30%
12	94.03%

2nd Quarter:

9	91.95%
10	92.96%
11	90.48%
12	91.85%

**Griswold
Forward**



Griswold High School

All teachers will implement blended or personalized learning strategies to increase student engagement and agency. Success will be measured by classroom observations and a 10% improvement on key academic assessments. **(Personalized & Blended Learning goal)**



- ★ Highly focused student performance plan across all disciplines.
- ★ Implemented SAT/NGSS Focus period on Wednesdays for all students grades 9-11.
- ★ SAT Practice tests for 11th grade students will occur before SAT Day in April.

English:

- all teachers are responsible for assigning Quill
- Juniors complete 5 activities per week
- Sophomores and Freshmen responsible for 3 activities/week
- CFAs aligning with SAT objectives completed over 2 week span (5 classes). Departmental data analysis and student work review.

Math:

- All teachers are responsible for assigning Khan Academy to all students
- ALL 11th graders complete 3 SAT Khan Academy skills per week
- All 9th and 10th graders expected to complete 30-60 minutes per week
- CFAs aligning with SAT objectives completed over 2 week span (5 classes). Departmental data analysis and student work review.

Science:

- CERs are being embedded in classes (labs and/or on tests)
- Turner Graph of the week
- Data analysis (Tables, graphs, and charts) in all core classes
- Graphing is happening in all core classes
- NGSS interim practice questions are happening in ESS, Biology, and Chemistry
- Looking at trends in data (all classes)

Social Studies:

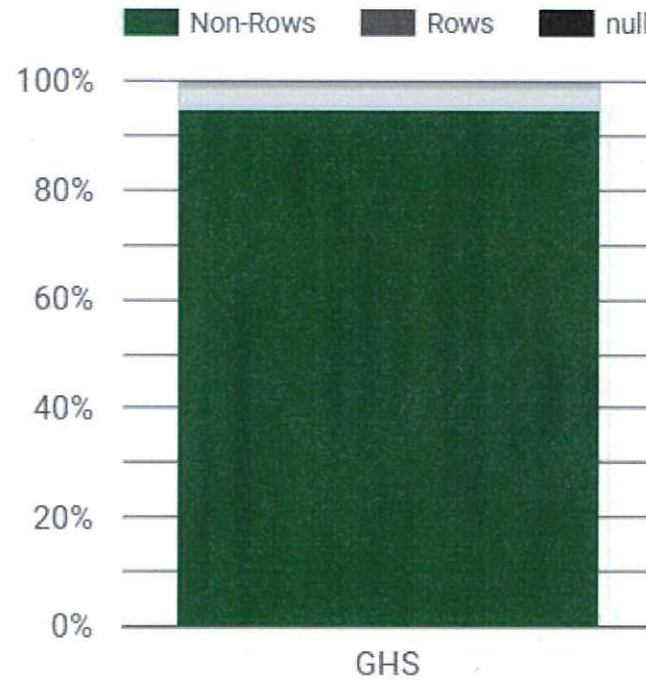
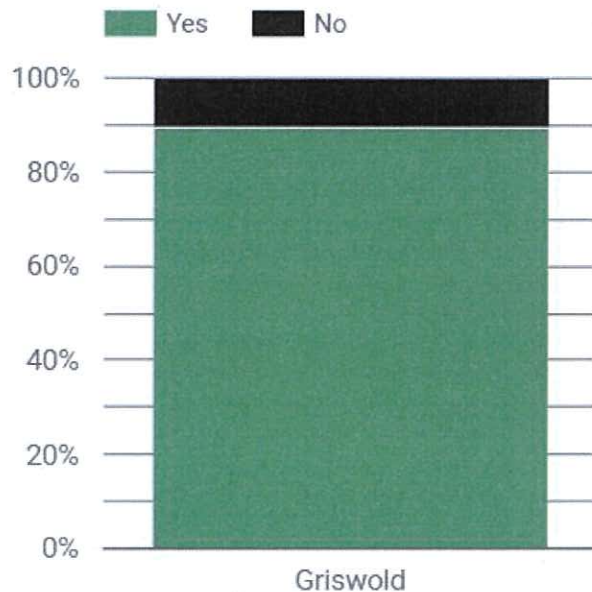
- Implement SAT/NGSS assignments/assessments focused on vocabulary, tables, percentages & graphs - continued data trends & AP potential.

Griswold
Forward



Positive engagement & student collaboration enhance social/emotional wellness.

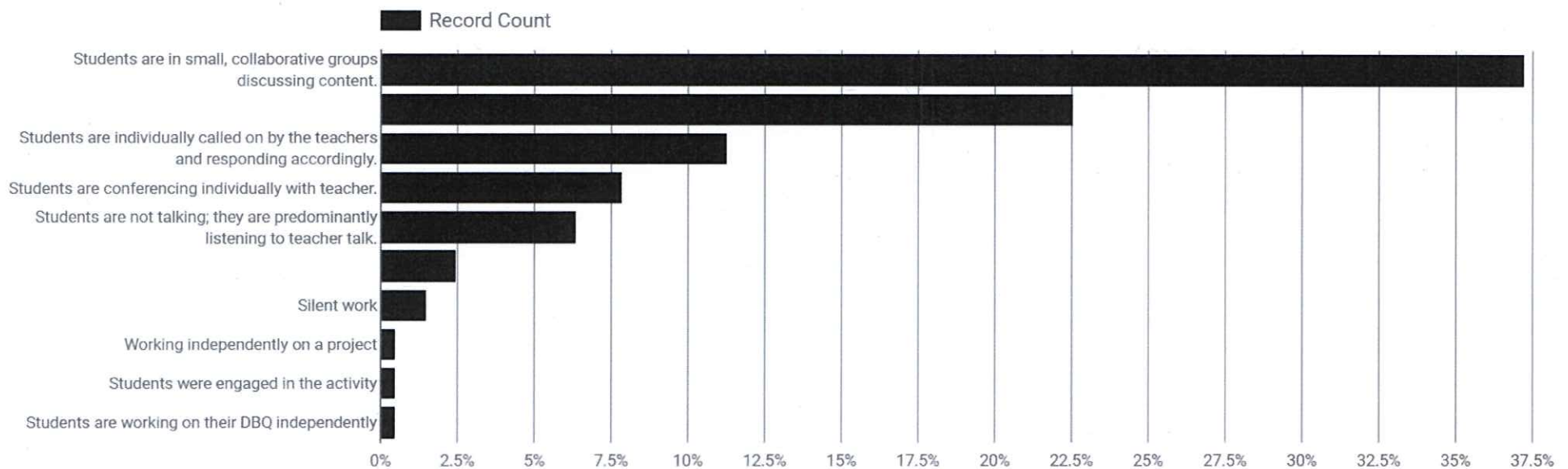
Seating arrangements to enhance engagement has been observed in about 95% of classrooms. Active student engagement has been observed in 90% of classrooms visited.



**Griswold
Forward**



Instruction to promote student discourse.



Of 215 classrooms visited, student talk was observed mostly in small, collaborative groups discussing content. Student talk promotion, responsive feedback & quality questioning accounted for over 80% of classes observed.

**Griswold
Forward**



Griswold High School

By June 2026, all teachers will use research-based instructional strategies to improve rigor, engagement, and inclusivity. Success will be measured by Tier 1 practices in classrooms and targeted progress monitoring for students needing intervention. **(RBI/Tier 1 goal).**



Comprehensive MTSS process; meeting 2x/week for students in need of Tier 2 & 3 intervention. Structured with team members to focus specifically on Math, Reading/Writing, SEL, Attendance & ELs.

Learning Targets are posted, regularly updated and connected to daily instruction and feedback. Set clear goals for students.

1:1 conferencing and data review with students. Teachers are providing clear, regular feedback to students. Data Team reviews by departments to inform instruction.

Collaborative, student-driven learning.

Teachers are routinely experimenting with and implementing different approaches to study. Allow students to have a say in their learning process and offer choices in how they demonstrate understanding.

Project-Based Learning opportunities to connect learning to real-world issues and increase engagement.

Collaboration and interdisciplinary learning opportunities. Incorporate technology to enhance interactive learning.

Student-led discussions & presentations.

**Griswold
Forward**



Griswold High School

By year's end, students' average PSAT-to-SAT reading scores will increase by 50–100 points through targeted interventions and data-driven instruction. **(reading goal).**



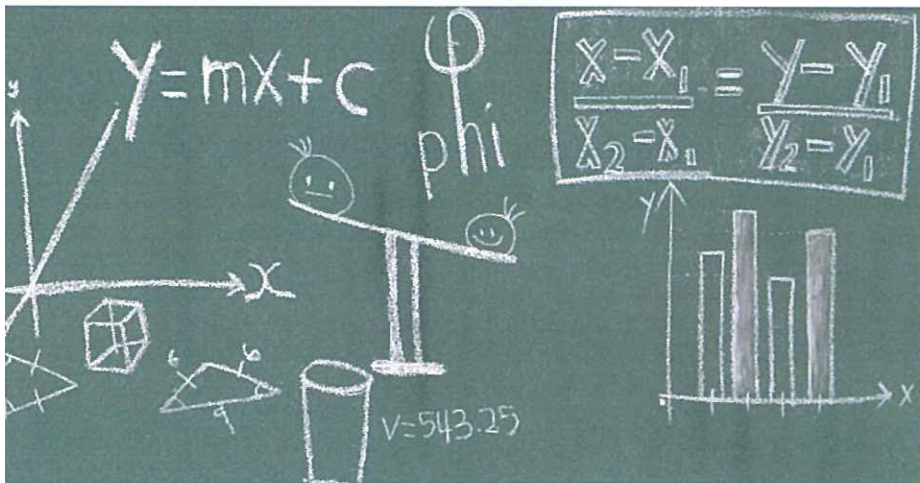
- The English department has created an operational plan for improvement, currently being implemented and monitored.
- Bi-weekly meetings with department/admin. to monitor student progress and work samples.
- SAT enhancement for all grades 9-11 during Connections weekly. Lessons planned by specialists and administration; student work gathered and analyzed.
- All exams to include SAT section(s).
- Regular GHS Data Team meetings as well as monthly full faculty review.
- Incentives - exemption from final exams, enhancement on final grade, PSAT Scholar Celebrations, SAT Scholar breakfast & awards, NGSS Scholar Celebration, SAT cord for graduation, NGSS pin for graduation.

Griswold
Forward



Griswold High School

By year's end, students' average PSAT-to-SAT math scores will increase by 50–100 points using similar targeted strategies. **(math goal).**



- The Math department has created an operational plan for improvement, currently being implemented and monitored.
- Bi-weekly meetings with department/admin. to monitor student progress and work samples.
- SAT enhancement for all grades 9-11 during Connections weekly. Lessons planned by specialists and administration; student work gathered and analyzed.
- All exams to include SAT section(s).
- Regular GHS Data Team meetings as well as monthly full faculty review.
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Griswold
Forward



VACANCIES

Certified Positions	Location	Closing Date
Psychologist, 1.0 FTE	GMS	2026/27 SY
Teacher, Grade 2	GES	2026/27 SY
Teacher, Special Education	GMS	2026/27 SY
Elementary Technology Teacher	GES	2026/27 SY
Health Teacher	GES	2026/2027 SY

Non-Certified Positions	Location	Closing Date
Paraeducators, Full-Time	GPS	Until Filled
Custodians, Full-Time	GPS	Until Filled

Extra-Curricular Positions	Location	Closing Date
Baseball Assistant Coach	GHS	Until Filled
Softball Assistant Coach	GHS	Until Filled
Football Head Coach	GHS	Until Filled
Football Assistant Coaches (2)	GHS	Until Filled
Lacrosse Head Girls Coach	GHS	Until Filled

RETIREMENTS

Name	Location	Position	Effective Last Day
Otten-Paggioli, Rose	GES	Health Teacher, 1.0 FTE	February 6 th , 2026

RESIGNATIONS

Name	Location	Position	Effective Last Day
Gondek, Casey	GMS	Custodian, Full-Time	January 23, 2026
Valentine, Nicholas	GMS	Custodian, Full-Time	February 13, 2026
Caron, Scott	GHS	Coach – Girls LaCrosse	January 24, 2026
Barnes, Christine	GES	Café Service Provider, Part-Time	June 30, 2025
Shelton, Jordan	GES	Wolverine B/A School Program Instructor	January 16, 2026
Griffin, Nikkolette	GES	Wolverine B/A School Lead Instructor	January 31, 2026

APPOINTMENTS

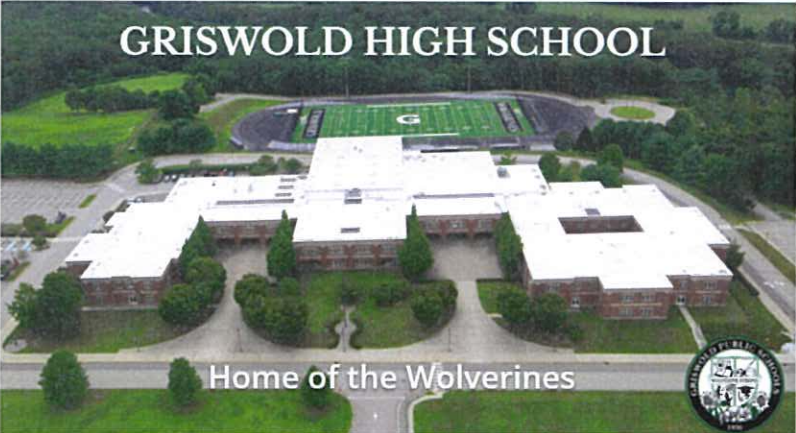
Name	Location	Position	Effective Date	Salary/Rate
Gladue, Cherie	GES	Paraeducator, Full-Time	February 9, 2026	Hourly
Fribance, Jennifer	GES	Wolverine B/A School Paraeducator	January 15, 2026	Hourly
Rasmussen, Abigail	GES	Wolverine B/A School Lead Instructor	January 20, 2026	Hourly

Note:

February 12, 2026

SUPERINTENDENT'S UPDATES

February 12th, 2026

PROJECT/AREA	UPDATE
Presentation to Norwich Board of Education 	• Erin Palonen and Glenn LaBossiere joined me on Tuesday, February 10th, 2026, for a presentation to Norwich Public Schools at the regularly scheduled Norwich Board of Education meeting. • Highlights included GHS programming, new opportunities, and all the extra curricular offerings. • Highlights included a "spotlight" section on currently enrolled students at Griswold High School. • The presentation went well, and a special thanks to Superintendent Susan Lessard and the Norwich team for welcoming us back to the table.
District Health, Safety and Wellness Committee 	• Our district health, safety and wellness committee met recently. We meet regularly throughout the school year, and the work of this committee can be accessed at this web site • This committee consists of district members, members from the town, regional partners, and representatives from our insurance broker. • Topics vary from month to month.

Future-Focused Vanguard Group

FUTURE-FOCUSED 2025-26

**Tired of talking about the future?
Start building it.**

From Theory to Action

Hosted By:
Jessica Gillespie & Laurie LaBossiere



- Our Future-Focused Vanguard Group met recently. This is an after school group that welcomes new ideas and considerations in this new era of teaching and learning with AI and other approaches.
- Our topic was how to reconsider/redesign professional development to better suit teachers.
- We had representation from all three buildings.
- A special thanks to Jessica Gillespie and Laurie LaBossiere, who co-chair this group and the planning for these meetings.

Labor Relations Monthly Meeting



- We hold scheduled, monthly meetings with the union heads.
- Topics include changes in legislation, budget, and other timely issues that warrant discussing.
- This meeting is in addition to other “labor-related” meetings that we attend.
- In the event that a group would like us to attend their group meetings, as has been the case in the past with teachers, we are happy to oblige.

Student Shadow Day at Griswold High School

Student Shadow Day



- We host a number of Shadow Days at Griswold High School (5, approximately) for students from sending towns who are interested in attending.
- The last Shadow Day was this past Friday, February 6th.
- In short, prospective 8th grade students from the sending districts “shadow” a GPS student for the day.
- A special thanks to Elaine Taylor, Head of School Counseling, for organizing the Shadow Days at Griswold High School