

REGULAR MEETING

GRISWOLD BOARD OF EDUCATION

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

THURSDAY,
October 8th, 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. Special Meeting - September 21, 2026
 - B. Regular Meeting - September 24, 2026
4. Communications
 - A. September 30, 2026, Notice to All GPS Employees Regarding Electronic Monitoring and Security Camera Usage (P.A. 26-73)
 - B. September 29, 2026, Notice to All GPS Employees Regarding Pay-Guide Requirement for Larger Employers
 - C. September 22, 2026, EASTCONN Request to Appoint a Representative to the EASTCONN Board of Directors
5. Awards/Recognitions
 - A. Recognizing and Honoring our Griswold Forward Recipient for October 2026 - Samantha Rizer
6. Student Representative Reports
 - A. Anna Tessier and Donald Desrochers - GES
 - B. Samantha Erardy and Olivia Henson - GMS
 - C. Ethan Blanchette and Amelia Davidson - GHS
7. Public Comment
8. Consent Agenda (All routine items can be approved with one motion and without discussion. Points of clarification and discussion requests can be allowed.) - None
9. New Business
 - A. Review and Discussion on Official October 1 Enrollment Count
 - B. Review and Discussion on Tuition Revenue Projections Based on October 1 Enrollment
 - C. Review, Discussion, and Possible Action to Accept the Donation from the Exxon Mobil Alliance Program in the Amount of \$500 to Griswold Middle School

10. Old Business - None
11. Administrators' Reports
 - A. School Wide Data and Metrics Report - Building Administrators
 - B. Technology Department Report - Kyle Gunderman, Director of Technology
12. Assistant Superintendent's Report
 - A. Professional Learning Schedule for October 9, 2026
13. Superintendent's Report
 - A. Vacancies/Appointments/Resignations
 - B. Superintendent Updates
 1. Tuition Town Meeting
 2. Labor Relations Meeting
 - C. Discussion of Strategy with Respect to Pending FOIA Claim, Docket No. 2026-0589*
14. Committee/Board Reports
 - A. Policy Subcommittee Update - Yvonne Palasky
 - B. Facilities Subcommittee Update - Kimberly Neilson
15. Other Business that May Properly Come Before This Board
16. Adjournment

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



Board of Education Meeting Notes
REGULAR MEETING
LIVE: GRISWOLD MIDDLE SCHOOL Cafeteria
THURSDAY, October 8th, 2026
6:00 PM Start Time

GOALS FOR THE 2026/2027 SCHOOL YEAR

Our Mission

Griswold Public Schools educates for excellence by ensuring our students are connected, by cultivating individual talents, and by fostering a future-driven mindset.

Our Vision

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

Our Goals

1. Elevating student success and growth to navigate the future.
2. Centering student interests to foster well-being and individual pursuits.
3. Teaching that strengthens engagement and connections for every student.
4. Optimizing resources and partnering with the Griswold community for student success.

Our Beliefs

1. I can grow and achieve.
2. I matter and belong.
3. I engage and connect.
4. I value my community.

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 - (Enclosed for review.)
 - A. Special Meeting - September 21, 2026
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4. Communications (Enclosed for review.)
 - A. September 30, 2026, Notice to All GPS Employees Regarding Electronic Monitoring and Security Camera Usage (P.A. 26-73)
 - B. September 29, 2026, Notice to All GPS Employees Regarding Pay-Guide Requirement for Larger Employers
 - C. September 22, 2026, EASTCONN Request to Appoint a Representative to the EASTCONN Board of Directors
5. Awards/Recognitions
 - A. Recognizing and Honoring our Griswold Forward Recipient for October 2026 - Samantha Rizer - Please join in recognizing GMS Art Teacher, Samantha Rizer.
6. Student Representative Reports Students will provide reports.
 - A. Anna Tessier and Donald Desrochers - GES
 - B. Samantha Erardy and Olivia Henson - GMS
 - C. Ethan Blanchette and Amelia Davidson - GHS
7. Public Comment
8. Consent Agenda (All routine items can be approved with one motion and without discussion. Points of clarification and discussion requests can be allowed.) - None.
9. New Business
 - A. Review and Discussion on Official October 1 Enrollment Count - It's that time of year when we review the official enrollment count. It is important to note that this count can and will vary throughout the course of the year.
 - B. Review and Discussion on Tuition Revenue Projections Based on October 1 Enrollment - Please note that the current tuition revenue projections are still being worked on at this time. There were some adjustments coming through today. We will be sure to bring this report to the meeting on Thursday evening. These tuition numbers will be reflective of our current enrollment. Because tuition students can and will enroll--as well as withdraw--throughout the year, we expect that this number will vary from time to time.
 - C. Review, Discussion, and Possible Action to Accept the Donation from the Exxon Mobil Alliance Program in the Amount of \$500 to Griswold Middle School - A motion will be needed to accept this gracious grant for which we are more appreciative.

- D. Review, Discussion, and Possible Action to Appoint a Griswold Board of Education Member to Serve as a Representative to the EASTCONN Board of Directors - A letter from EASTCONN was included under communications in your BOE packet. If a BOE member is interested in serving as a representative to the EASTCONN Board of Directors, please share your interest so that the Board may take action to appoint someone to this collaborative with EASTCONN.

10. Old Business

11. Administrators' Reports

- A. School Wide Data and Metrics Report - Building Administrators - This is the report on the standardized performance measures. All three buildings will report out on the highlights for each school.
- B. Technology Department Report - Kyle Gunderman, Director of Technology - Mr. Gunderman will provide an update on the Technology Department.

12. Assistant Superintendent's Report

- A. Professional Learning Schedule for October 9th, 2026 - Mr. LaBossiere will provide an update on the PD scheduled for October 9th, 2026.

13. Superintendent's Report (Documents are enclosed.)

- A. Vacancies/Appointments/Resignations
- B. Superintendent Updates
1. Tuition Town Meeting
 2. Labor Relations Meeting
- C. Discussion of Strategy with Respect to Pending FOIA Claim, Docket No. 2026-0589* - This topic will be discussed in executive session.

14. Committee/Board Reports

- A. Policy Subcommittee Update - Yvonne Palasky
- B. Facilities Subcommittee Update - Kimberly Neilson

15. Other Business that May Properly Come Before This Board

16. Adjournment

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

**SPECIAL MEETING
GRISWOLD BOARD OF EDUCATION**

**MONDAY,
September 21, 2026**

DRAFT

1. A special meeting of the Griswold Board of Education took place on Monday, September 21, 2026, at Griswold Middle School in the Library Media Center/Learning Commons, located at 211 Slater Avenue, Griswold, Connecticut. The meeting was called to order at 5:03 PM by BOE Chair, Stuart Norman, Jr.

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, GPS Superintendent of Schools; Glenn LaBossiere, GPS Assistant Superintendent of Schools.

ABSENT

2. Pledge of Allegiance – The Board, the Superintendent and the Assistant Superintendent performed the Pledge of Allegiance.
3. *Discussion of Strategy Concerning Pending Claim* - This item was referred to executive session for discussion.
4. Leadership Development Session Involving the Superintendent of Schools, Assistant Superintendent of Schools and Griswold Board of Education Members – The Board, the Superintendent and the Assistant Superintendent reviewed and discussed the district and Board of Education goals for the 2026/2027 school year.

MOTION

By Kimberly Neilson

Seconded by Cathy Waselik

To move into executive session at 6:50 PM, inviting Superintendent Sean McKenna and Assistant Superintendent Glenn LaBossiere, for the purpose of review of agenda item 3.

Motion unanimously carried.

Yvonne Palasky had to leave the special meeting at 7:03 PM.

The Board came out of executive session at 7:07 PM with no action.

5. Adjournment

MOTION

By Kimberly Neilson

Seconded by Cathy Waselik

To adjourn the special meeting at 7:07 PM.

Motion unanimously carried.

Because this was a professional development training and there was a discussion in executive session, there was no requirement to record this meeting.

Minutes prepared by: Sean McKenna/Robin Drobiak

**REGULAR MEETING
GRISWOLD BOARD OF EDUCATION**

**THURSDAY,
September 24, 2026**

DRAFT

1. Call to Order - A regular meeting of the Griswold Board of Education was held on Thursday, September 24th, 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 Terry Cholewa, BOE Vice-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, BOE Members.

ALSO PRESENT

Sean McKenna, Griswold Superintendent of Schools; Glenn LaBossiere, GPS Assistant Superintendent of Schools; Patricia Feeney, GPS Director of TLI; Jessica Gillespie, Director of TLI; Stephen Cravinho, GPS Campus Wide Activities & Athletic Director; Katy Sawaryn, GPS Assistant Director of Student Services & Early Childhood; Erik Christensen, GPS Director of Fiscal & Personnel Services; Erin Palonen, GHS Principal; Louis Zubek, GMS Principal; Joseph Bordeau, GES Principal; and Thomas Verville, GPS Facilities Director.

ABSENT

Christopher Champlin, GPS Director of Student Services; Art Howe, GHS Associate Principal; Steven Bourque, GMS Assistant Principal; and Jacqueline Love, GES Assistant Principal.

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

MOTION

By Kimberly Neilson

Seconded by Jaimee O'Neill-Eaton

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

Ayes – Stuart Norman, Jr. Terry Cholewa, Jaimee O'Neill-Eaton, Cathy Waselik; and Kimberly Neilson.

Nays –

Abstain – Yvonne Palasky and Eileen Ego

Motion carried.

- B. Regular Meeting Minutes – September 10, 2026

MOTION

By Kimberly Neilson

Seconded by Jaimee O'Neill-Eaton

To approve the regular meeting minutes of September 10, 2026, with correction to note that Yvonne Palasky was not present at the meeting.

Ayes – Stuart Norman, Jr., Kimberly Neilson, Jaimee O'Neill-Eaton and Cathy Waselik

Nays –

Abstain – Yvonne Palasky, Terry Cholewa and Eileen Ego.

Motion carried.

4. Communications

A. Thank You Note from The Board of Trustees for Slater Library

B. September 16th, 2026, Morning Transportation Adjustment MEMO

The Board received copies of communications A and B listed above.

5. Recognitions

A. Recognizing and Honoring Evelyn Cholewa, GES Secretary, as the GPS *Outstanding Employee for the 1st Quarter of the 2026/2027 School Year* – The Board, the superintendent, administrators and audience members recognized Evelyn Cholewa, GES Secretary, as Griswold's choice for *Outstanding Employee of the First Quarter* for the 2026/2027 school year.

6. Public Comment –None.

7. Consent Agenda (All routine items can be approved with one motion and without discussion. Points of clarification and discussion requests can be allowed.)

A. Review, Discussion and Possible Action on Revised Policy 1312—Community Relations—Public Complaints—to the Full Board - Second Reading

B. Review, Discussion, and Possible Action on New Policy 4222—Personnel - Non-Certified—Paraeducators/Title Paraeducators—to the Full Board - Second Reading

C. Review, Discussion, and Possible Action on New Policy 5118.3—Students—Homeless Students—to the Full Board - Second Reading

D. Review, Discussion, and Possible Action on New Policy 5124.1—Students—Reporting to Parents, District/School Report Cards—to the Full Board - Second Reading

MOTION

By Yvonne Palasky

Seconded by Jaimee O'Neill-Eaton

To approve the consent agenda, as presented.

Motion unanimously carried.

8. New Business

- A. Review, Discussion, and Possible Action on Capital Improvement Requests for the 2027/2028 School Year
– The Board was provided with a copy of the capital improvement requests for the 2027/2028 school year and they approved the requests, as presented.

MOTION

By Cathy Waselik

Seconded by Yvonne Palasky

To approve the capital improvement requests for the 2027/2028 school year to present to the town, with the option of making changes and prioritizing in the future.

Motion unanimously carried.

- B. Internal Accounts--Erik Christensen, Director of Fiscal and Personnel Services – The Board received an update from Erik Christensen, GPS Director of Fiscal & Personnel Services, provided an update on the balances for the student activities internal accounts for GES, GMS and GHS.
- C. Entitlement Grants - Overview and Presentation on Funding Allocations - Erik Christensen, Director of Fiscal and Personnel Services – The Board received an update from Erik Christensen, GPS Director of Fiscal & Personnel Services, who provided an overview of the district's entitlement grants and the allocation of associated funds. The presentation included a review of the various grant funding sources, allowable uses of funds, and how the allocations are designated to support specific programs, services, and district initiatives.
- D. Superintendent's Report Pursuant to and Required by Public Act 25-93 - Sean McKenna – The Board received an update from Superintendent, Sean McKenna, on a new superintendent's report, per public act 25-93, which includes information regarding community-based organizations providing student support services, workforce development programs involving outside partners, and certified and noncertified staff attrition data.
- E. *Review of Superintendent Goals for the 2026/2027 School Year - Sean McKenna – This topic was referred to executive session following the regular business portion of this meeting for review and discussion.
- F. Grants
1. Review, Discussion, and Possible Action on District Repair and Improvement Project (DRIP) Grant Use of Funds in the Amount \$130,616.26.

MOTION

By Eileen Ego

Seconded by Yvonne Palasky

To approve the District Repair and Improvement Project Grant Use of Funds in the amount of \$130,616.

Motion unanimously carried.

9. Old Business – None.

10. Administrators' Reports

A. Department of Student Services--Katy Sawaryn, Assistant Director of Student Services

1. Department Initiatives – The Board received an update from GPS Assistant Director of Student Services and Early Childhood – Katy Sawaryn – on department initiatives that are happening in the area of special education and student services.
2. Overview of Enrollment Figures - The Board received an update from Assistant Director of Student Services and Early Childhood – Katy Sawaryn – on enrollment figures for the start of the 2026/2027 school year, including total number of students in the district, total number of students identified as special education and total number of students identified as 504. The report also included the number of students outplaced this year and the total number of students experiencing homelessness. Also included are the number of students from Griswold and tuition towns attending the Griswold Soule Street Academy.

B. Department of Athletics--Stephen Cravinho, Director of Athletics

1. Overview of Fall Participation Numbers – The Board received an update from Stephen Cravinho, GPS Districtwide Activities & Athletic Director, on the overall number of students from Griswold and tuition towns participating in fall 2026 sports.
2. Update on Scoreboards – The Board received an update from Stephen Cravinho, GPS Districtwide Activities & Athletic Director, on the status of the repairs/replacements to scoreboards on campus.

11. Assistant Superintendent's Report

- A. Update on District Meeting Schedule – GPS Assistant Superintendent, Glenn LaBossiere, provided an update to the Board on several district meetings that happen throughout the school year. Several of the meetings that take place include AP meetings, TLI meetings, DPAC meetings, learner access meetings, district safety and wellness meetings, tuition town meetings with our sending towns, attendance meetings, labor relations meetings with union leaders, sound/vision/word committee meetings, and recruiting of sending town students.

12. Superintendent's Report

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

B. Superintendent Updates

1. School Safety Plan – The Board received an update from the Superintendent on the School Safety Plan.
2. Open House at Griswold High School – The Board received an update from the Superintendent on the GHS open house that will take place on Tuesday, September 29th from 5-7 PM.

13. Committee/Board Reports

- A. Athletic Subcommittee Update – Cathy Waselik - The Board received an update from Cathy Waselik, Chair of the Athletic subcommittee, on the recent meeting that took place.
- B. Public Relations Subcommittee Update – Jaimee O'Neill-Eaton – The Board received an update from Jaimee O'Neill-Eaton, Chair of the Public Relations subcommittee, on the recent meeting that took place.
- C. TLI Subcommittee Update – The Board received an update from Terry Cholewa, Chair of the TLI subcommittee, on the recent meeting that took place.
- D. Town of Griswold – Board of Finance Update – Sean McKenna – The Board received an update from Superintendent Sean McKenna on the recent Board of Finance meeting that took place.

14. Other Business that May Properly Come before the Board – None.

MOTION

By Jaimee O'Neill-Eaton

Seconded by Terry Cholewa

To move into executive session at 7:13 PM for the purpose of reviewing New Business, 8E, Review of Superintendent Goals for the 2026/2027 school year, inviting Sean McKenna into executive session.

Motion unanimously carried.

The Board came out of executive session at 7:26 PM with no further action.

15. Adjournment

MOTION

By Kimberly Neilson

Seconded by Cathy Waselik

To adjourn the regular BOE meeting at 7:26 PM.

Motion unanimously carried.

Minutes prepared by: Robin Drobiak/Sean McKenna



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

MEMO

TO: GPS Employees

FROM: Sean P. McKenna, Superintendent of Schools

SUBJECT: Electronic Monitoring and Security Camera Usage (P.A. 26-73)

DATE: September 30th, 2026

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Please be advised that Griswold Public Schools utilizes electronic security cameras throughout district buildings and grounds for safety, property protection, and security purposes. In accordance with Connecticut General Statutes and Public Act 26-73 regarding the electronic monitoring of employees, this notice serves to inform all staff that cameras operate in public and common areas, including building entrances, hallways, exterior grounds, and shared operational spaces. Monitoring does not take place in areas where employees have a reasonable expectation of privacy, such as restrooms or locker rooms.

In compliance with state requirements, signage indicating camera presence is posted at major building entrances and throughout interior locations within camera view fields.

If you have any questions regarding the district's electronic monitoring practices, please contact the Central Office.



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

MEMO

TO: All GPS Employees

FROM: Sean P. McKenna, Superintendent of Schools

SUBJECT: Pay-Guide Requirement for Larger Employers

DATE: September 29th, 2026

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I am writing to inform you of a new Connecticut State Statute taking effect on October 1st, 2026. Under Public Act No. 26-12, employers with 100 or more employees are required to provide a written pay-code guide. Pay codes are alphanumeric abbreviations used in payroll systems to classify different types of earnings, deductions, or time-off hours. This guide will specifically explain pay codes used for overtime as well as the district's most common pay differentials, including shift differentials, on-call pay, hazard pay, call-back pay, holiday or weekend pay, and geographic pay differentials.

Public Act No. 26-12 was enacted as part of the state's comprehensive workforce legislation to ensure transparency regarding employee compensation across Connecticut.

Key Details of Public Act No. 26-12

- **Employer Threshold:** Applies to businesses, the state, and political subdivisions with **100 or more employees**.
- **The Guide Content:** Must explain overtime pay codes and at least **10 commonly used pay differentials** (such as shift differentials, holiday pay, or on-call pay).
- **Dispute Information:** Must include contact details for the person or office handling employee pay and hour disputes.
- **Accessibility:** The guide will be published on the district website and provided in English, Spanish, and any other primary language spoken by our workforce.

Please review the attached Griswold Public Schools Payroll Guide, prepared by Director of Fiscal and Personnel Services Erik Christensen. As required by statute, this document will also be made available on our district website in both English and Spanish.

Griswold Public Schools

Payroll Guide

Below are some items you may see listed on your pay slip, with brief descriptions. I encourage you to review your pay slip periodically and reach out should you have any questions.

Earnings: The first section of your payroll pay slip lists “earnings” often called “gross wages”.

- For most employees (except for substitutes and seasonal staff) this is calculated by taking your annual expected income and dividing by the total number of preset pays in the year.
 - Annual Expected Income: For hourly employees, calculate your annual expected income by multiplying your hourly rate, times your hours per day, times your total paid days per year (paid days = working days + holidays).
 - Expected Pays: Most of our school year employees are paid 21 pays per year. (Use 26 if you are a teacher who receives a “balloon” check at the end of the year). For 12 month employees, you typically receive 26 paychecks per year.
- For substitutes and hourly paid staff (tutors, food service, related services), earnings are simply calculated by multiplying the total number of hours worked in the pay period times the hourly rate.
- Other Accumulating pay such as retro pay, vacation/personal day sell back and insurance waiver.
- Paycheck Adjustment - Any bi weekly adjustment for hourly employees.
- OT – Overtime paid at time and a half.
- DT – Double time paid at two times hourly rate per contract.
- Longevity – Stipend for years of service per contract.
- Team Leader - Grade Level or Department Lead Teacher.
- Team Mentor Stipend – Additional stipend for mentoring new employee.
- Extra Duty / Advisors - Salary paid for work performed other than your contractual amount.
- Teacher Coverage – Classes covered by non-certified staff.

Employee Deductions: The second section of your pay slip lists all employee deductions. Your total earnings are equal to your total employee deductions. Below are the different types of deductions you may see on your pay slip.

- Medical Insurance : These contributions are exempt from Social Security, Medicare & Federal Income Tax:
 - INSURANCE - MEDICAL: Employee cost of health insurance premium (20 X per year).

- INSURANCE - DENTAL: Employee cost of dental insurance premium (20 X per year).
- INSURANCE - VISION: Employee cost of dental insurance premium (20 X per year).
- HEP Non - Compliance: Employee additional cost of insurance per month when remaining non – compliant.
- Union Dues:
 - DUES - MEUI: Non-certified union member dues (21 X per year for school year employees, 26 X per year for 12 month employees).
 - DUES - GEA: Certified teacher union member dues (20 X per year).
 - DUES - GAA: Administrative union member dues per month (26 X per year).
 - DUES - MEUI: Custodial union member dues per pay period (26 X per year).
- Teachers' Retirement Board Contributions: These contributions are made on a pre-tax basis.
 - TRB 1.25% = posted to the health insurance fund which helps reduce the cost of health insurance for eligible retired members and spouses.
 - TRB 7% = posted into your membership account.
- 403b Contributions:
 - You may also have elected to participate in a 403b retirement plan. 403b contributions are listed by the fund name. For example: AXA Equitable, Brighthouse, Franklin Templeton Funds, Horace Mann, MetLife, PFS Investments, or Vanguard.
- MERF: Contributions of 5.25% from eligible non-certified staff for defined benefit pension plan.
- Payroll Tax Deductions:
 - FED TAX W/H: Federal income tax based on your W4 withholdings.
 - FICA - MEDICARE: Medicare deductions made by all staff (1.45%).
 - FICA - SOC SEC: Social Security deductions made by non-certified, full-time staff (6.2%).
 - State Tax - Connecticut: State income tax based on your CT-W4 withholdings.
 - State of Connecticut Paid Leave: 0.5% of non-certified employees.
- Flex Spending Account: Pre-tax savings for medical costs or dependent care.

- Horace Mann Auto: Deduction for auto insurance purchased through Horace Mann.
- Direct Deposit: When you subtract all of the employee deductions from your “earnings”, you end up with your Direct Deposit Net Pay. For most people, this is all in a single line; however, employees can elect to deposit their net pay into more than one account.

Leave Accumulated:

This section lists the amount of available leave time you have as well as any leave taken during the pay period.

Employer Paid Benefits: The final section of your pay slip contains employer paid benefits. This section lists additional employer costs, beyond employee salaries.

- Medical Insurance & Health Savings Account:
 - INSURANCE - MEDICAL: Employer cost of health insurance premium (this percentage of the annual contribution paid by the employer).
 - INSURANCE - DENTAL: Employer cost of dental insurance premium (this percentage of the annual contribution paid by the employer).
 - INSURANCE - VISION: Employer cost of vision insurance premium (this percentage of the annual contribution paid by the employer).
- FICA Tax Deductions:
 - FICA - MEDICARE: Medicare deductions for all staff (1.45%)
 - FICA - SOCIAL SECURITY: Social Security deductions for non-certified positions (6.2%)
- MERF: Employer contributions for non-certified staff for defined benefit pension plan.
- Other employer paid benefits that are not listed here include life insurance and annuity contributions. These items are paid on behalf of employees through accounts payable.

Questions regarding this guide can be directed to Erik Christensen, Director of Fiscal & Personnel Services at echristensen@griswoldpublicschools.org or extension 7505.



Dear Griswold Board of Education Superintendent and Board Chair:

We hope this letter finds you well.

As the Board of Directors Chair and Executive Director of EASTCONN, we are writing jointly to invite your district to appoint a representative to the EASTCONN Board of Directors.

For decades, Regional Education Service Centers (RESCs) across Connecticut have driven collaborative, regionalized solutions for public school districts. At EASTCONN, our strength lies in active partnership. We work hand-in-hand with member school districts, local community providers, and regional organizations to build strong networks that serve our shared goals. Crucially, EASTCONN serves as a dedicated advocate for northeastern Connecticut, elevating the specific legislative, educational, and resource needs of our region's districts and communities.

To ensure our advocacy and services truly reflect local priorities, having your community's voice represented on our Board is essential.

Each member district may designate, in writing, a representative and an alternate at any given time. The alternate shall be considered the district representative in the absence of the current representative. (Representatives must be a current Board of Education member)

Since 1980, EASTCONN has been dedicated to building brighter futures and expanding life opportunities for learners of all ages. We firmly believe that equitable access empowers communities, and our board's effectiveness relies on diverse perspectives to inspire innovation, inquiry, and sustainable solutions. Board members play a vital role in advancing this mission by contributing through regular meeting attendance, committee engagement, governance oversight, and actively championing regional partnerships that allow our communities to learn, thrive, and succeed.

We would welcome the opportunity to connect with you or a member of your Board of Education to answer any questions. Thank you for your leadership and for considering this partnership.

Sincerely,

Justin Phaiah
Board of Directors Chair
EASTCONN

Eric Protulis
Executive Director
EASTCONN



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Christopher Champlin, Director of Student Services

October 1, 2026

Mrs. Samantha Rizer
126 Quinebaug Camp Road
Griswold, CT 06351

Dear Samantha,

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

Because you will be an honoree, the Board would like to recognize you on Thursday, October 8th, 2026, at 6 PM in the Griswold Middle School cafeteria. I would like to ask that you confirm your attendance with my executive assistant, Mrs. Robin Drobiak.

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

Sincerely,

Sean P. McKenna,
Superintendent of Schools

cc: GMS Administration
BOE Members
Personnel File



Public School Information System

School Summary*

58 Griswold School District

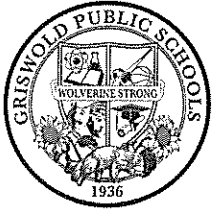
State of Connecticut
Department of Education
P.O. Box 2219
Hartford, CT 06145-2219

October 2026

School	Facility Code
Griswold Elementary School	0580311
Griswold High School	0586211
Griswold Middle School	0585111
Griswold Soule Street Academy	0580111
Total Enrollment:	

Enroll	Applicable Grades															
	PK	KH	KE	KF	1	2	3	4	5	6	7	8	9	10	11	12
638	73	0	0	93	121	112	116	123	0	0	0	0	0	0	0	0
606	0	0	0	0	0	0	0	0	0	0	0	0	184	134	147	141
518	0	0	0	0	0	0	0	0	129	113	134	142	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0	1	4	3	5	7
1,782																

* Includes all students enrolled in district schools, including students coded as homebound or in a detention center.
EXCLUDES students placed out of district or attending Bristol Technical Education Center.



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

MEMO

To: Griswold Board of Education

From: Sean P. McKenna/Superintendent

**Subject: Donation from ExxonMobil Education Alliance Program in
the amount of \$500.00**

Date: September 28th, 2026

+++++

Griswold Middle School has been awarded a \$500 grant from Global Partners, in collaboration with the ExxonMobil Educational Alliance Program. GMS was selected for this grant by our local ExxonMobil distributors and gas station partners. The funding is designated to support initiatives in Science, Technology, Engineering, or Mathematics (STEM) programs.

Griswold Middle School is grateful for this donation.



Griswold Board of Education Meeting Student Performance Data October 8th, 2026



Purpose



This presentation will review the most recent data for GPS students, as well as outline the steps the district is taking to support students in their growth and achievement.

- October 2025 PSAT
- Spring 2026 SAT
- Spring 2026 AP
- Spring 2026 SBAC
- Spring 2026 NGSS

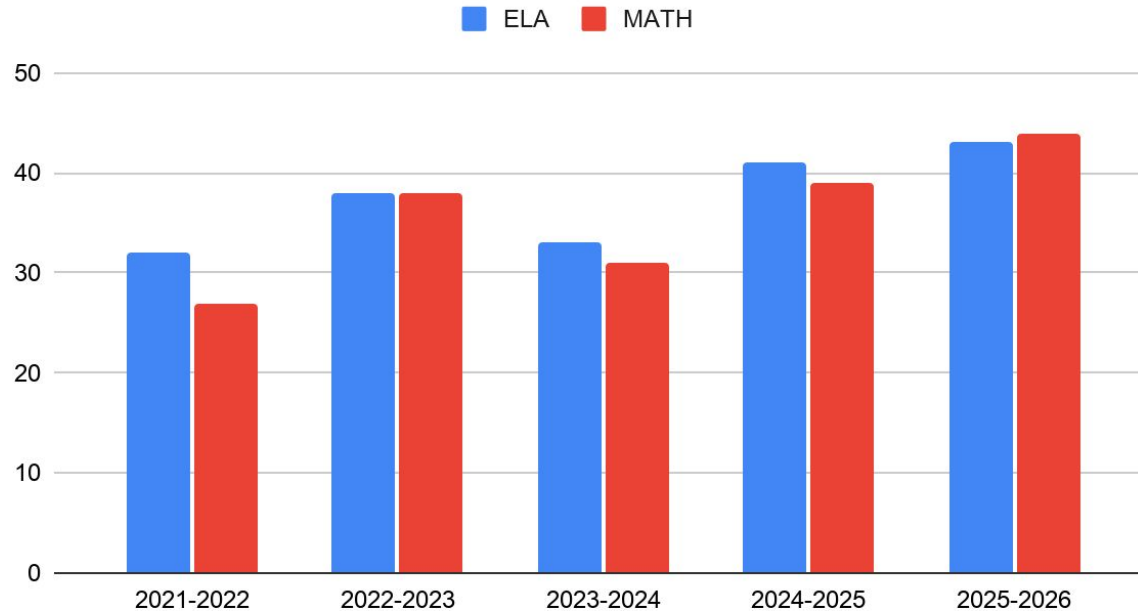


GES Smarter Balanced Assessment
Report
(SBAC)
Spring 2026
Grades 3-4



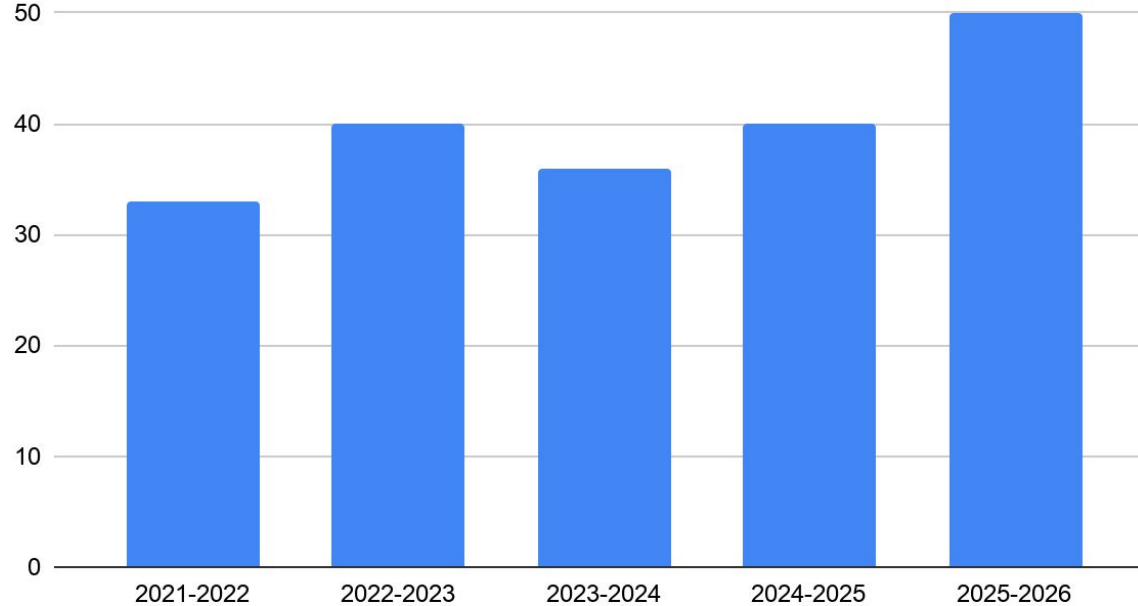
SBAC Summative Results Grades 3 and 4

Summative Grade 3 and 4 % at Proficiency or Above



SBAC Summative Results Grade 3 ELA

Grade 3 ELA % at Proficient or Above

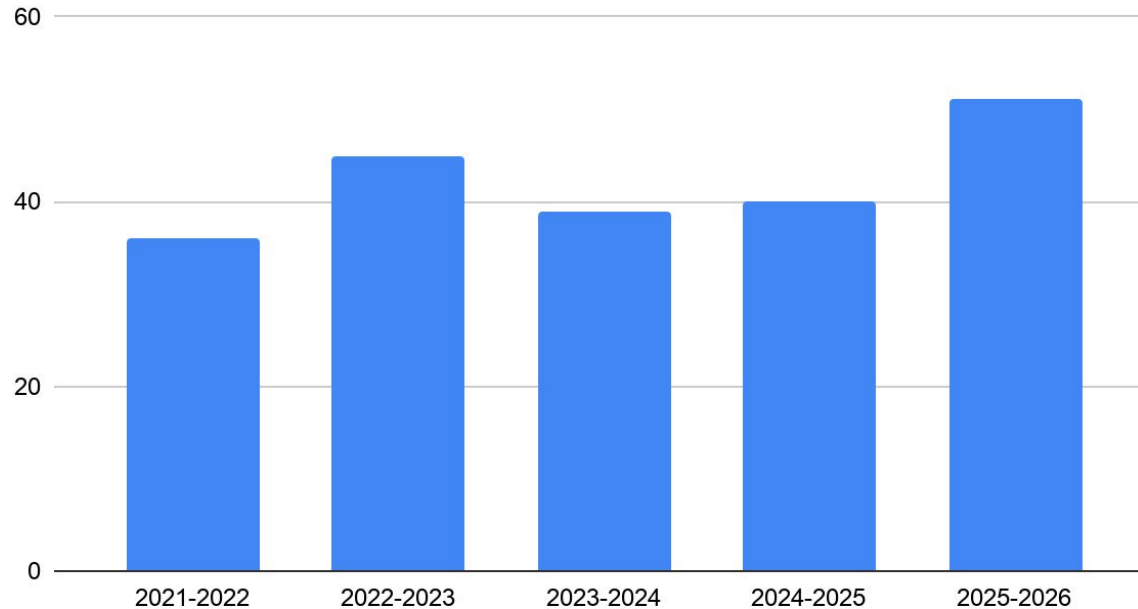


Forward 2.0



SBAC Summative Results Grade 3 Math

Grade 3 Math % at Proficient or Above

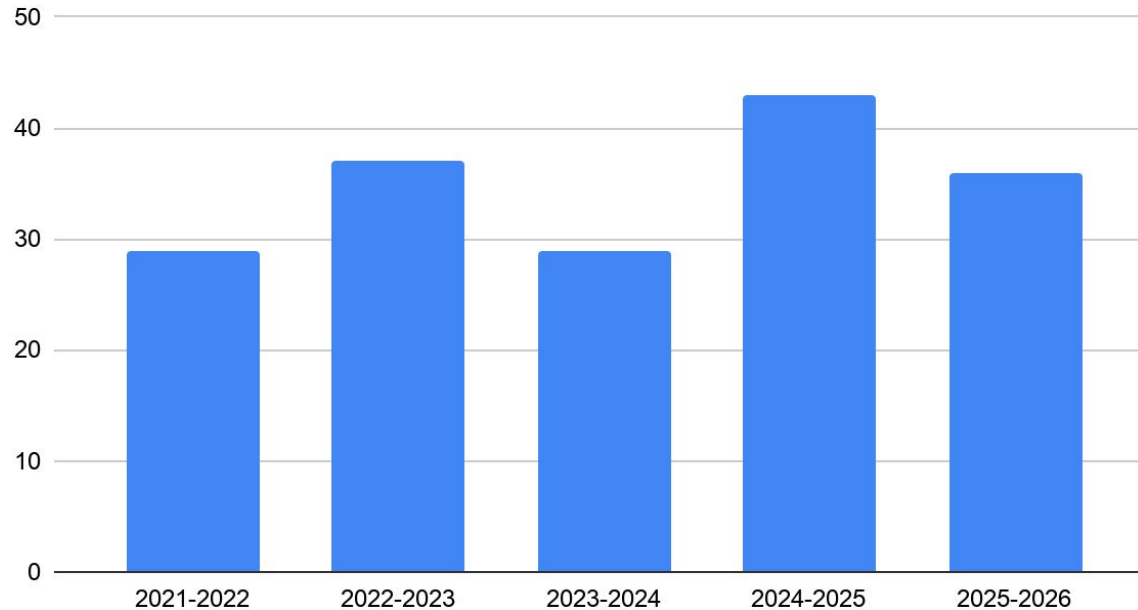


Forward 2.0



SBAC Summative Results Grade 4 ELA

Grade 4 ELA % at Proficient or Above

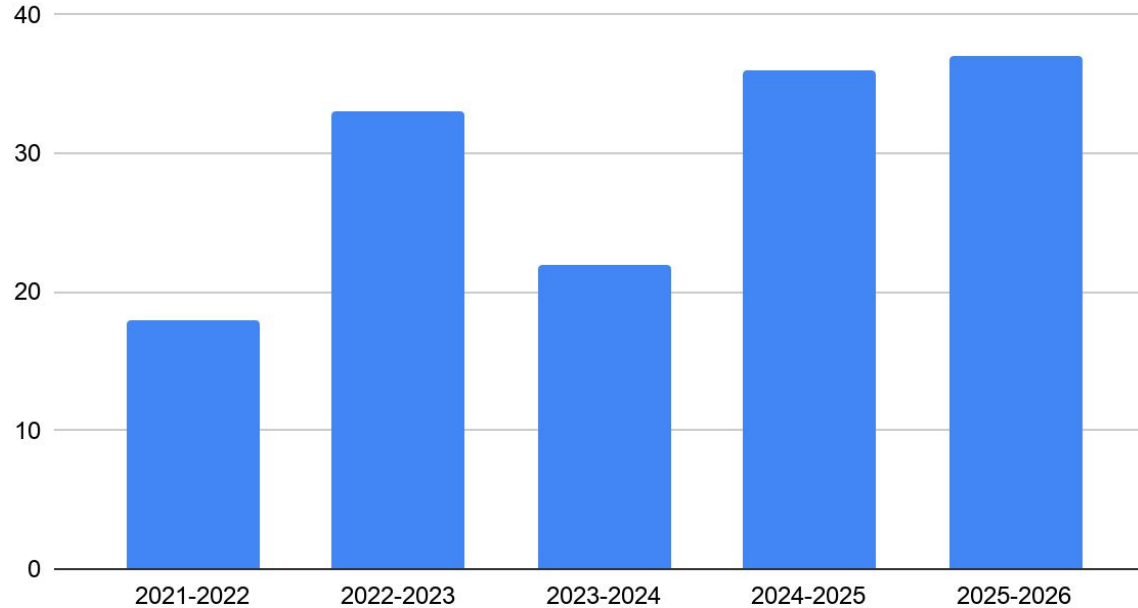


Forward 2.0



SBAC Summative Results Grade 4 Math

Grade 4 Math % at Proficient or Above

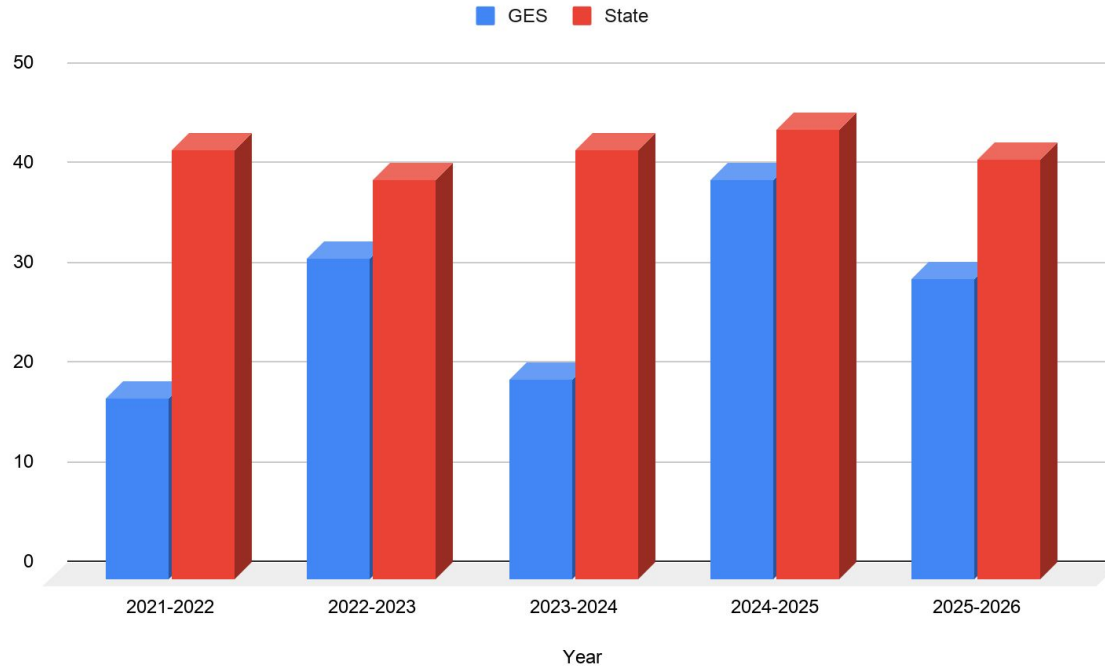


Forward 2.0



ELA Growth Rate % Achieved vs State (Grade 4)

*Percentage of students who met their growth targets

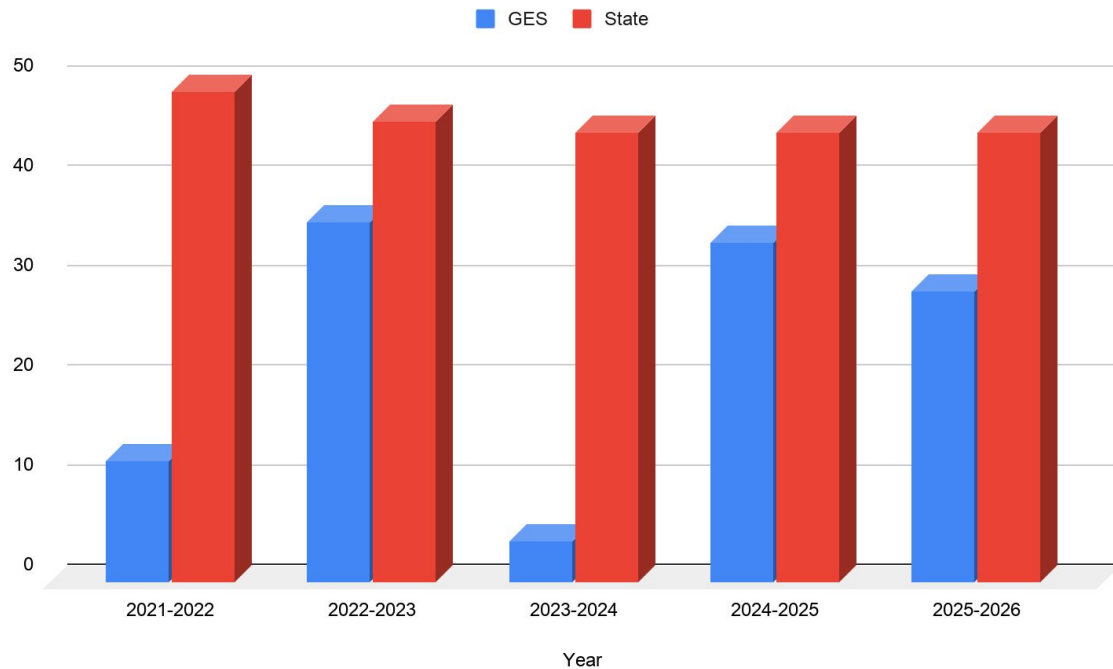


swold Forward 2.0



Math Growth Rate % Achieved vs State (Grade 4)

*Percentage of students who met their growth targets

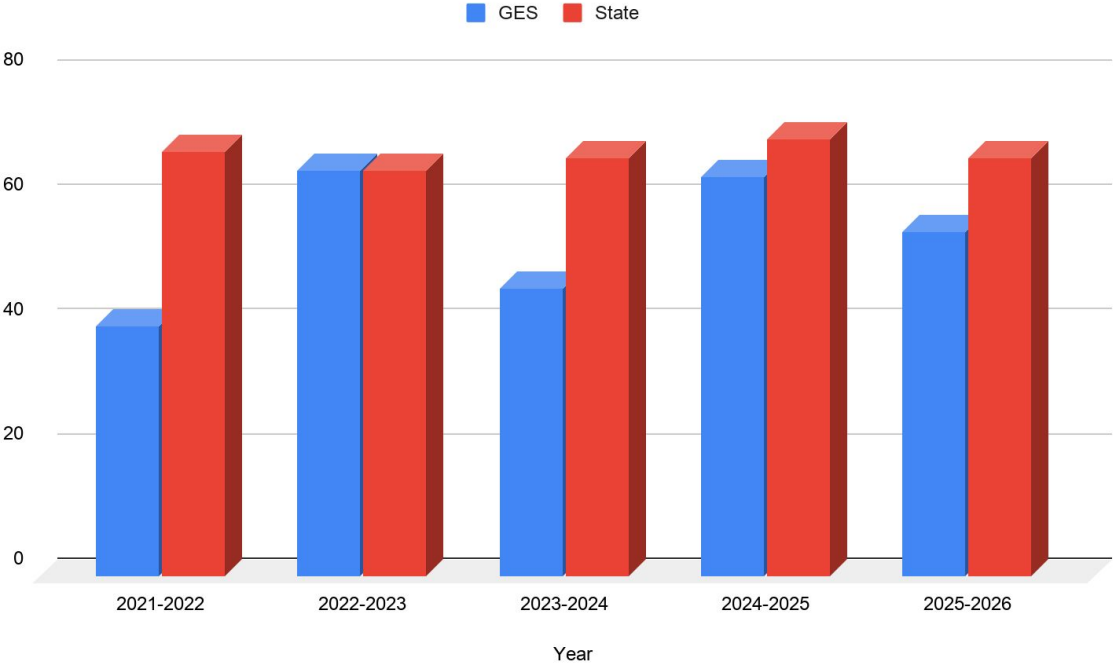


1 Forward 2.0



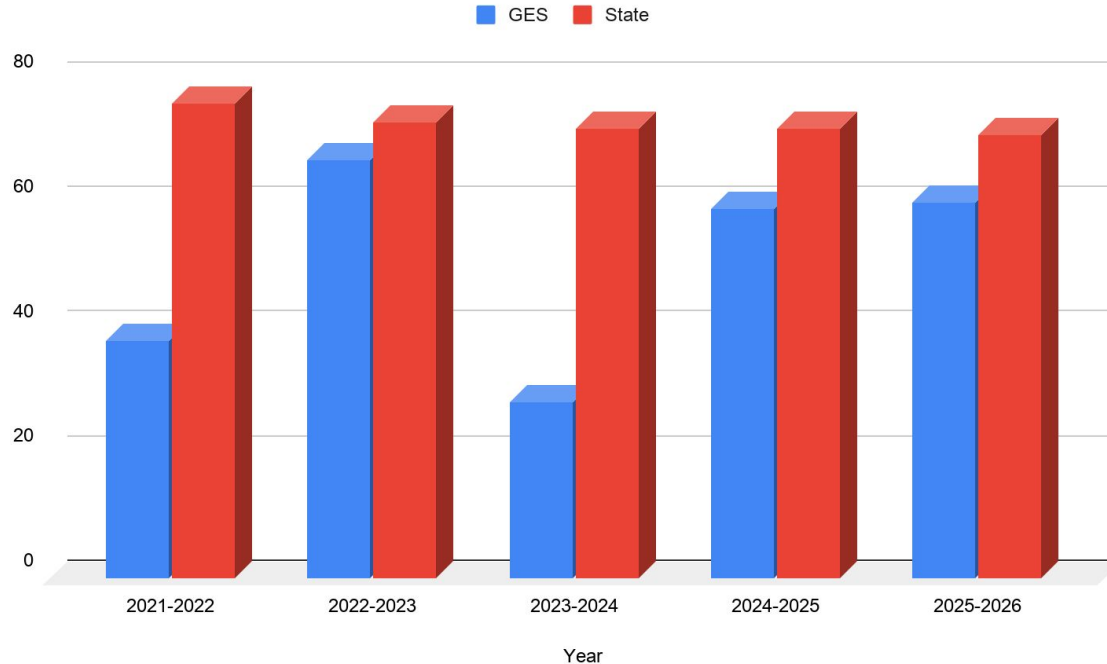
ELA Average % of Target Achieved vs State (Grade 4)

*Percentage of target that was achieved by students on average



Math Average % of Target Achieved vs State (Grade 4)

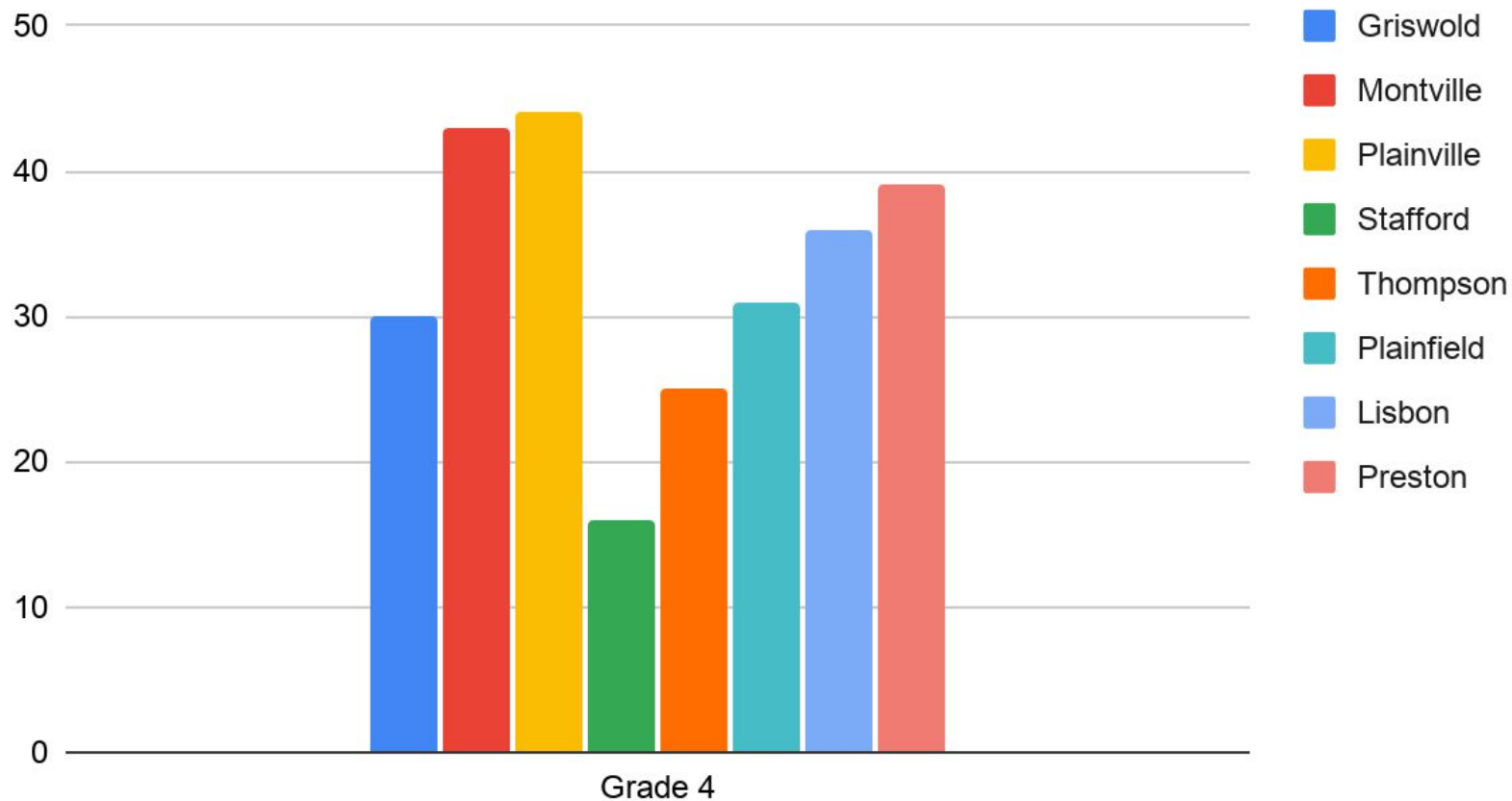
*Percentage of target that was achieved by students on average



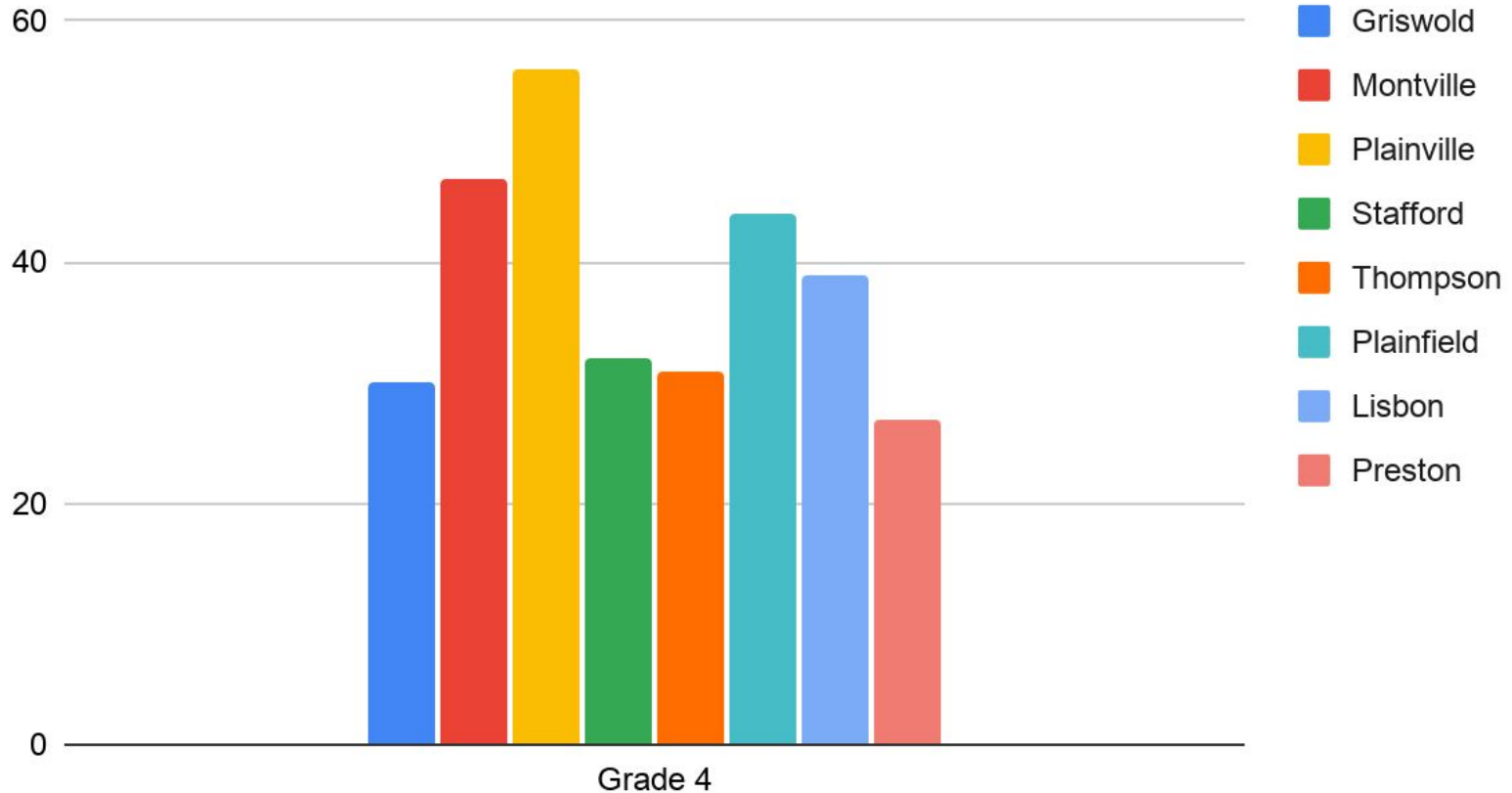
d *Forward 2.0*



ELA Growth Rate: Griswold vs. DRG



Math Growth Rate: Griswold vs. DRG



Griswold Forward: Supporting our GES Students

Program Consistency to Support Curriculum

- English Language Arts Programs - Foundations, Heggerty, Bookworms (English/Language Arts and Differentiated Instruction)
- Math Programs - Illustrative Mathematics, Edmentum

Biweekly Instructional Leadership Team reviews

- Smarter Balanced assessment results
- Aimsweb data
- Lexia progress
- Chronic absenteeism rates
- Educator's Handbook behavior data
- Walkthrough data for Social Emotional Learning (SEL)
- Instructional rounds walkthrough data



Griswold Forward: Supporting our GES Students

Reading and Math Intervention Plan | Kindergarten–Grade 4

- Targeted Support: Provide Tier 2 and Tier 3 reading interventions based on AimsWeb data and grade-level benchmarks
- Systematic Support: Ensure every student receives timely, appropriate support to build reading proficiency
- Collaborative Practice: Engage classroom teachers and intervention staff in identifying needs, planning instruction, and reviewing progress
- Flexible & Responsive: Adjust instruction and interventions to meet individual student needs while maintaining alignment with grade-level expectations

4th Grade Extravaganza Project

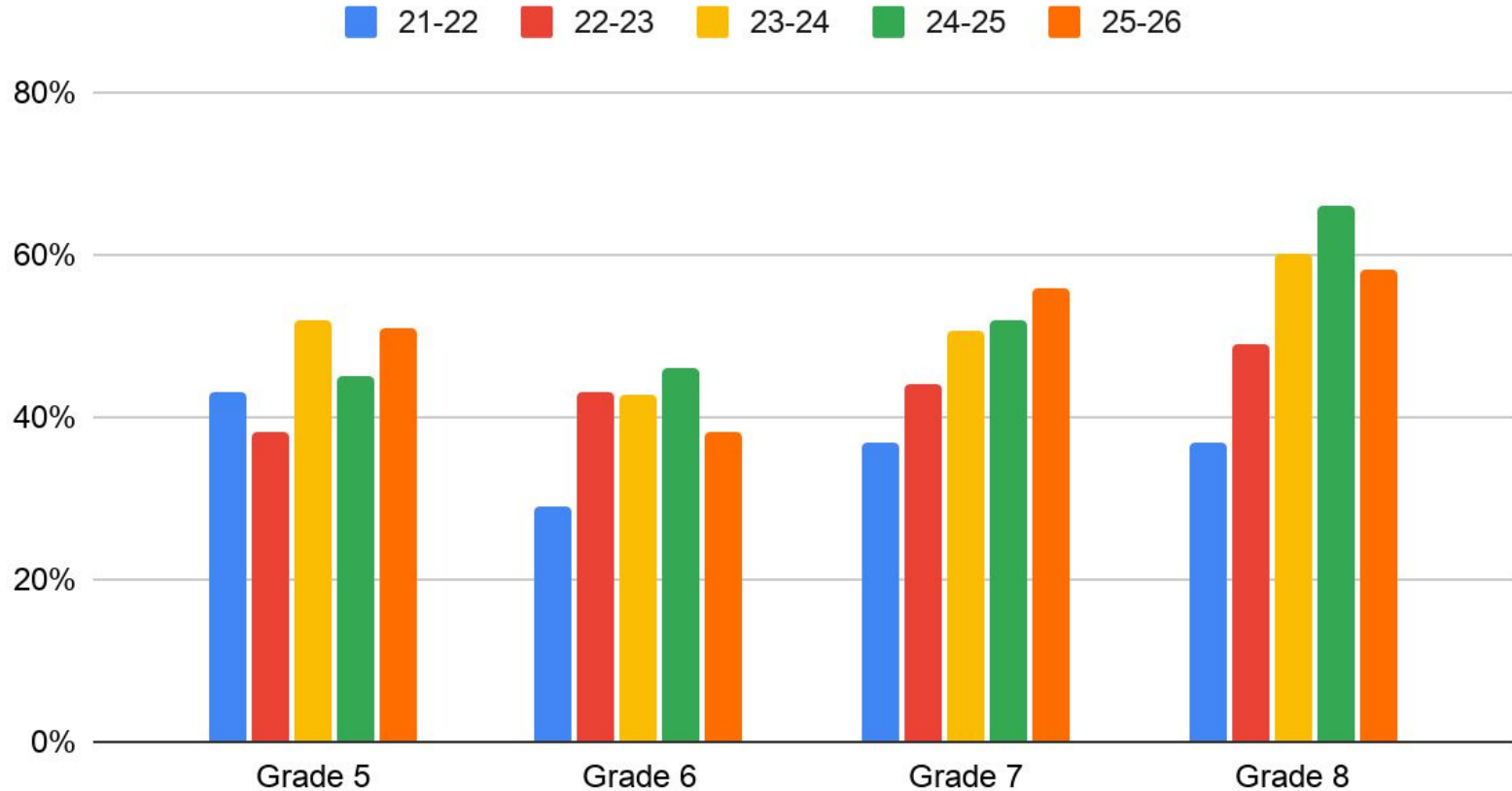
- A student-led experience at GES for all 4th grade students
- Students present their passions to show middle school readiness
- Applies academic skills, builds confidence, and prepares them for future goals
- Connection between students and teachers with the GES Library Media Specialist, use of the SPARK Lab (Seek, Play, Ask, Research, Know)



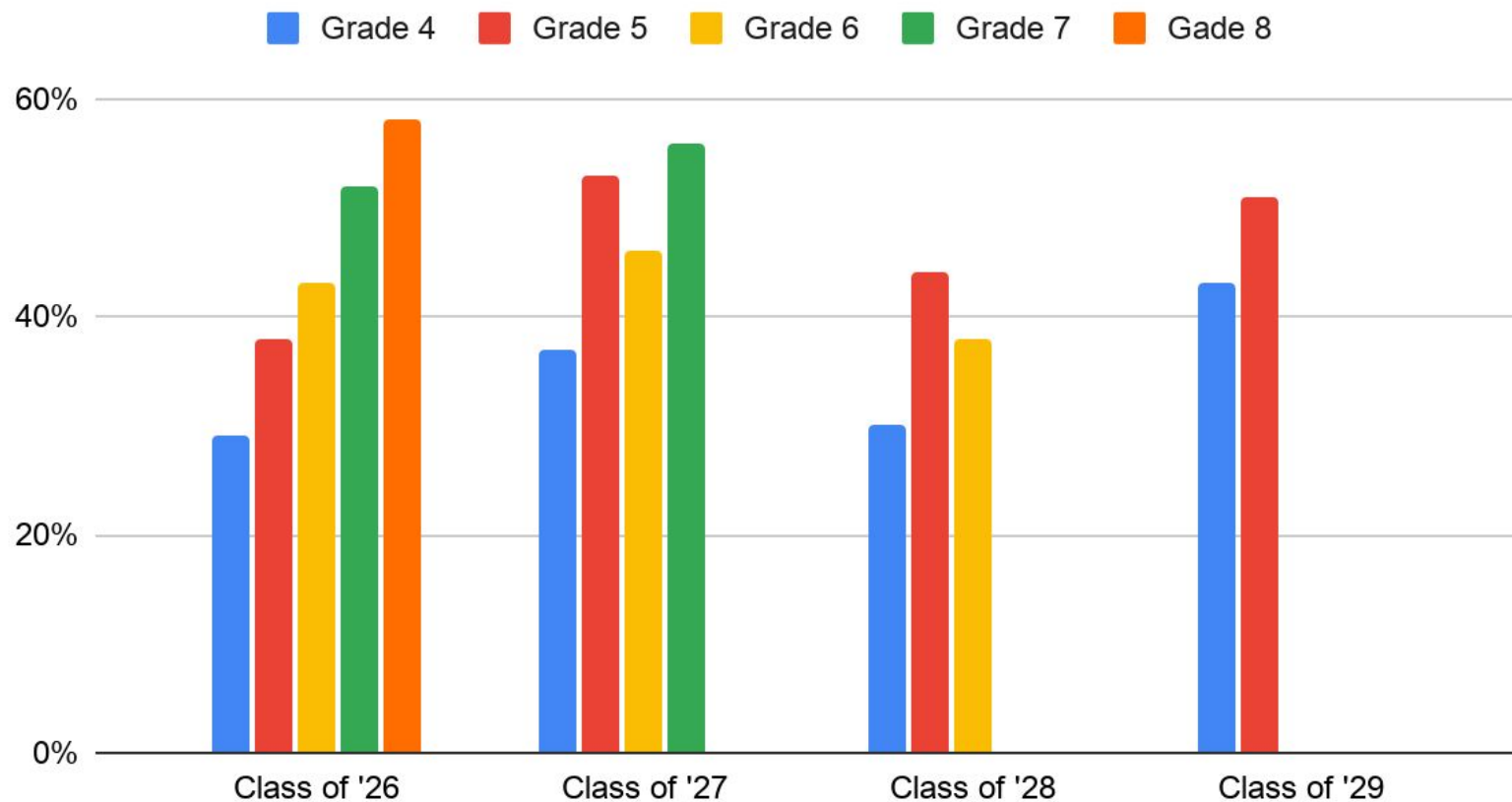
Smarter Balanced Assessment
(SBAC)
Spring 2026
Grades 5-8



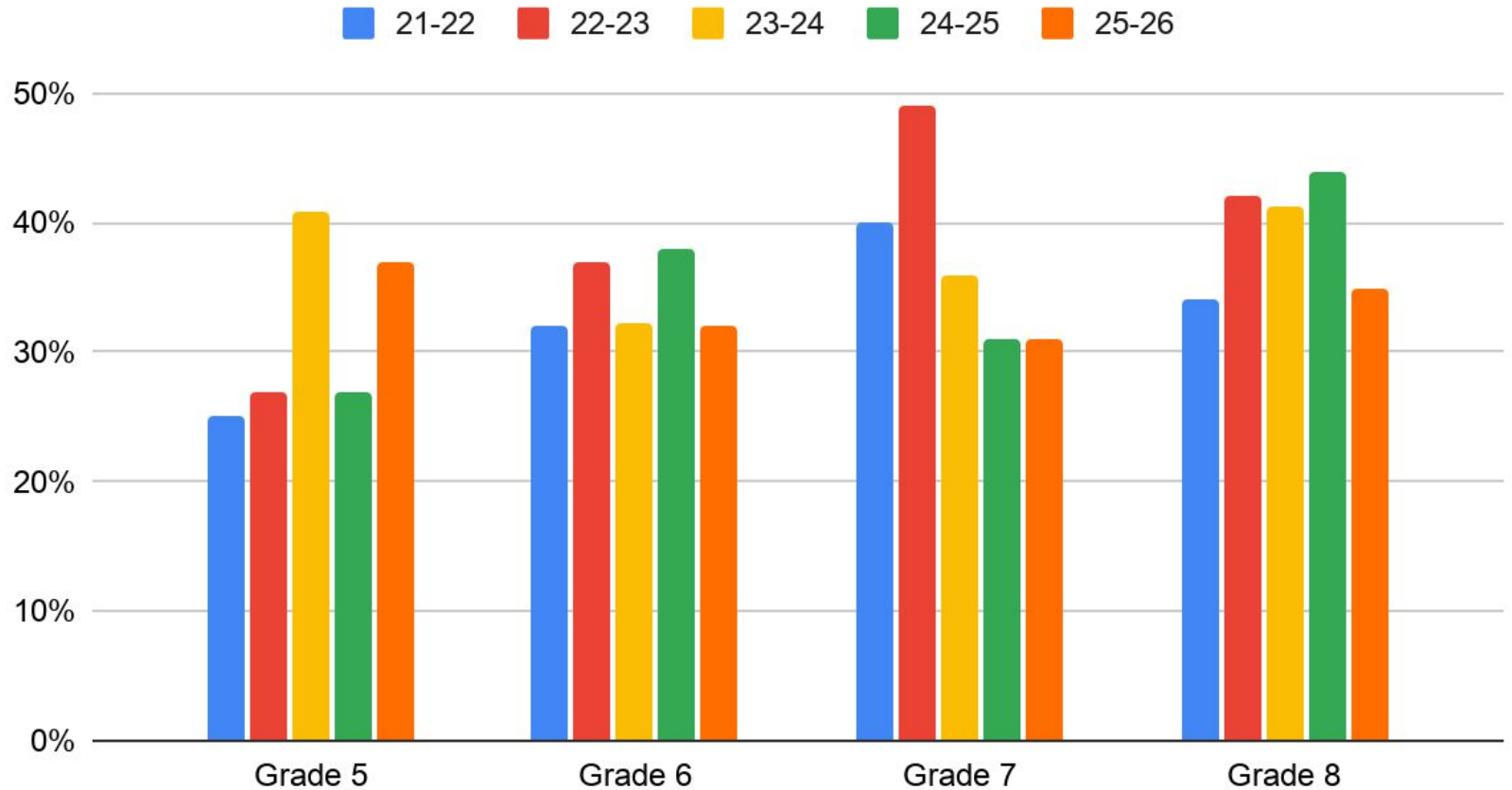
ELA % AT OR ABOVE PROFICIENCY



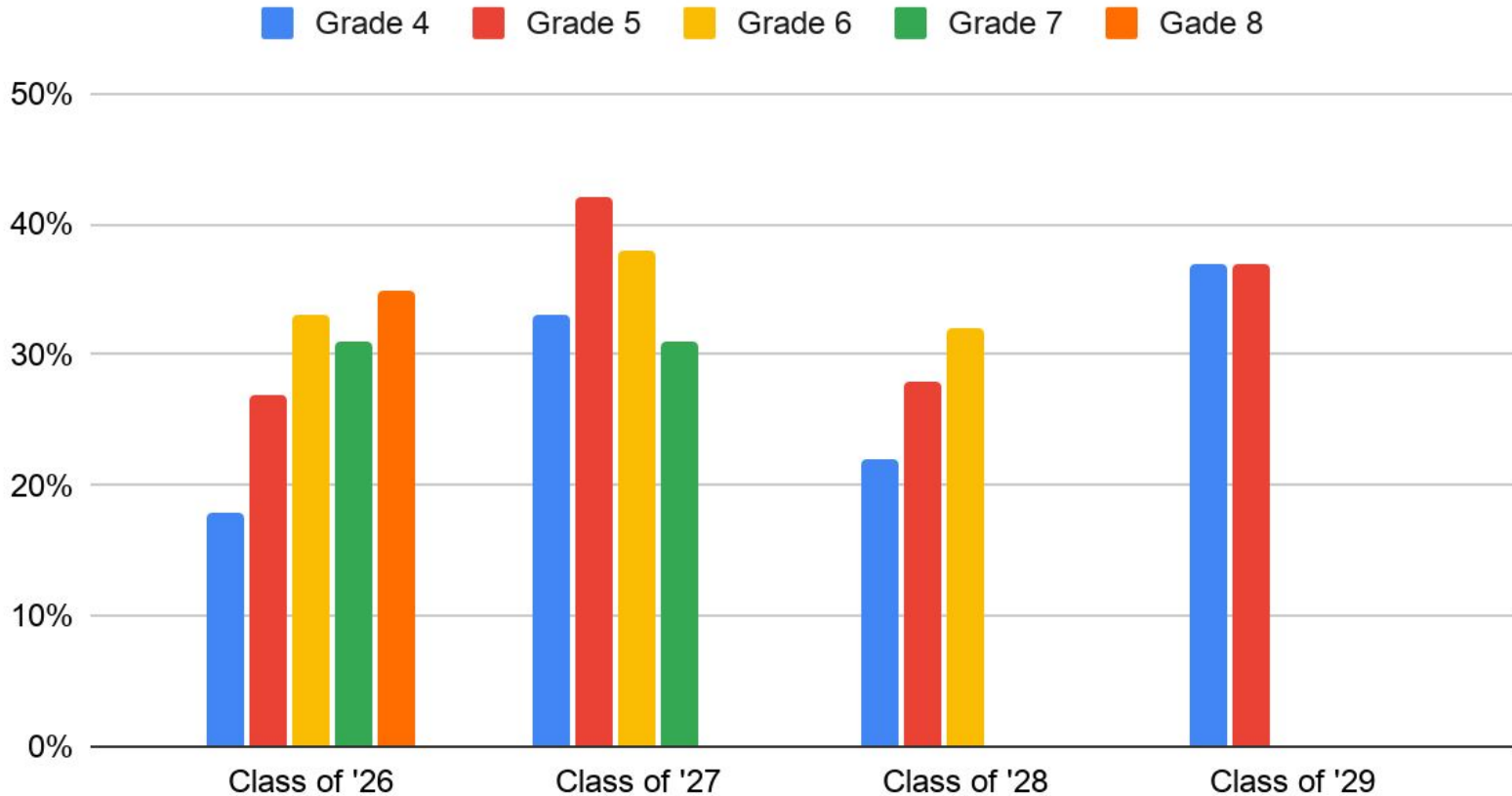
ELA Cohort Achievement



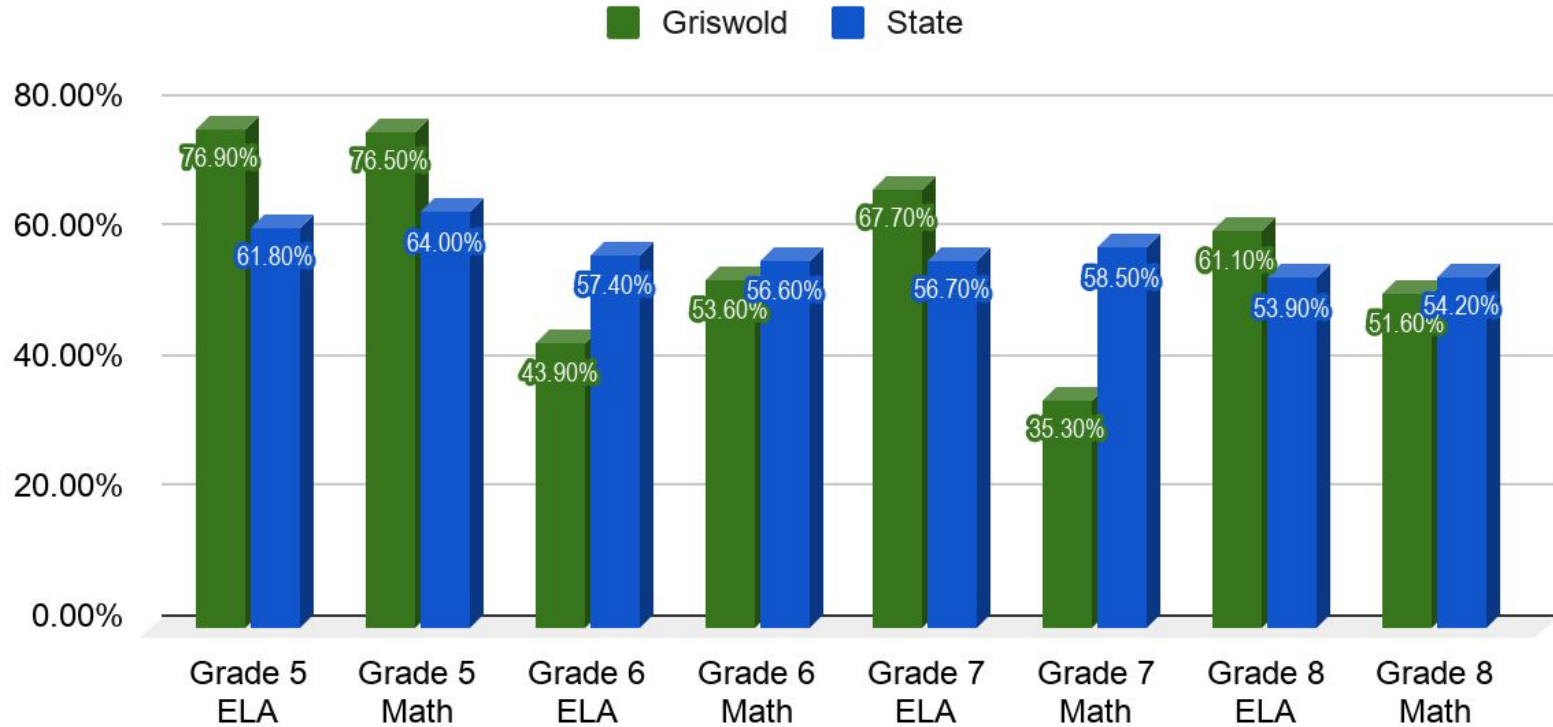
MATH % AT OR ABOVE PROFICIENCY



Math Cohort Achievement



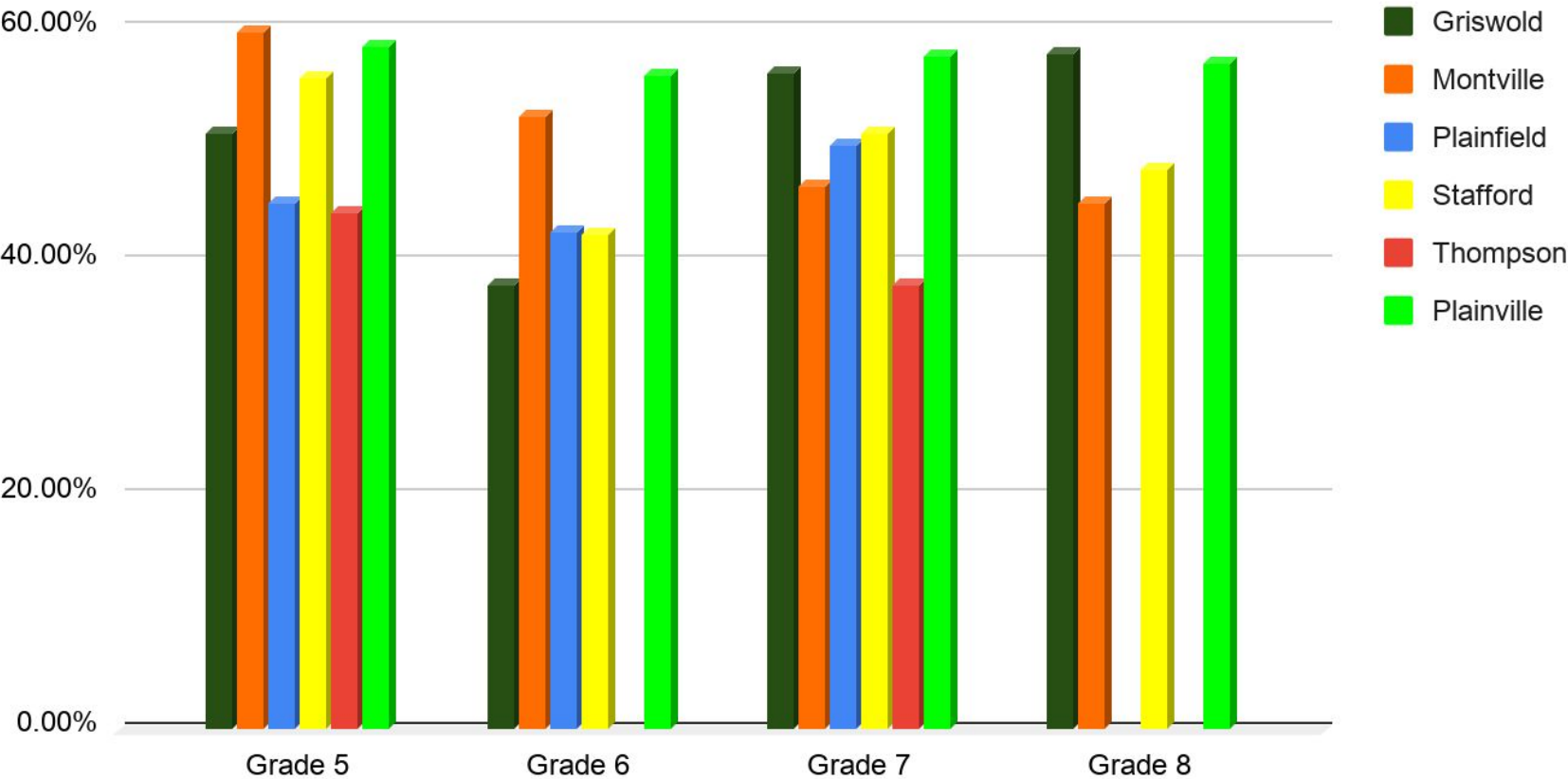
Average % of Target Achieved Griswold vs. State



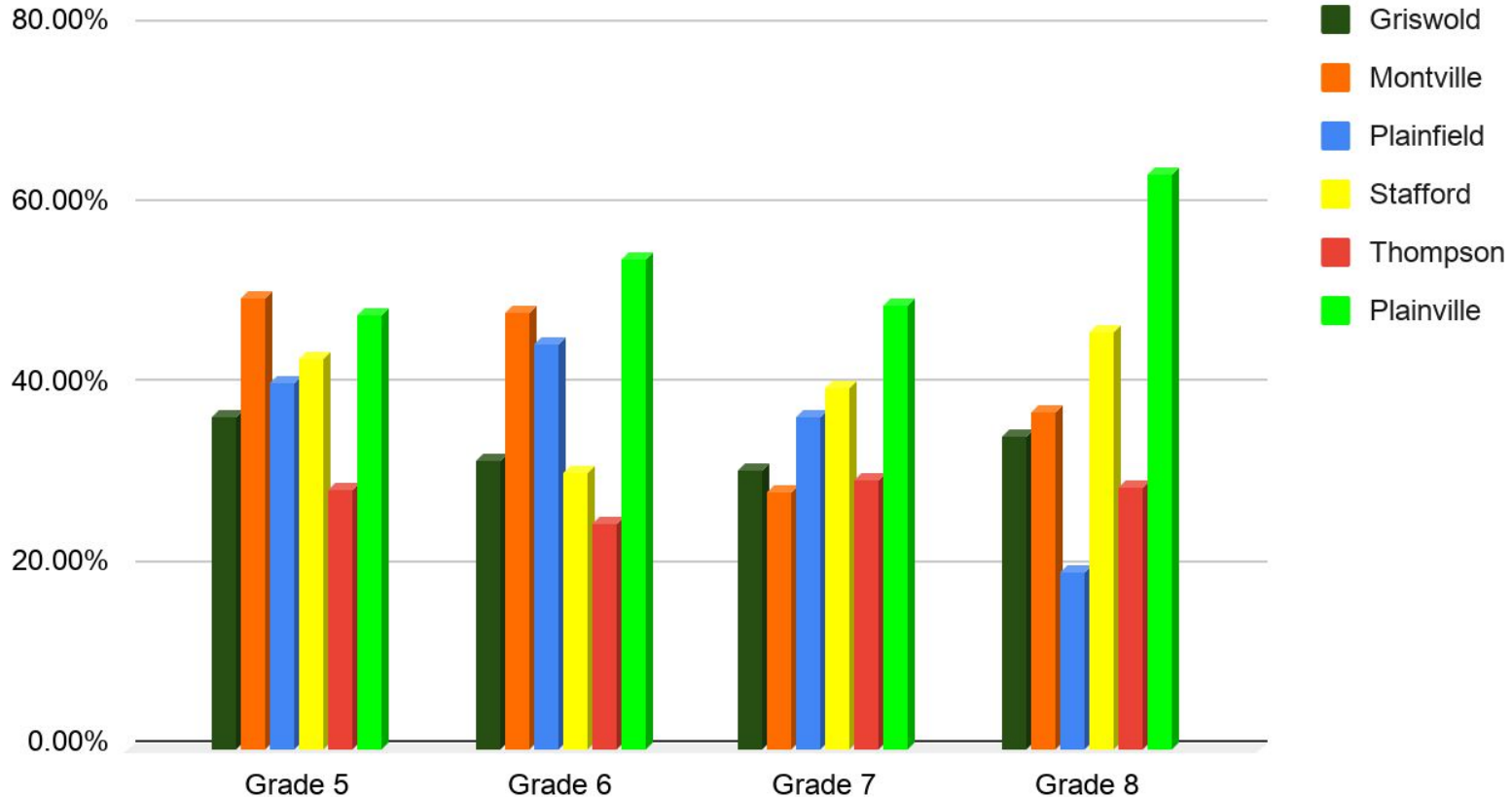
Avg Percentage of Target Achieved



ELA Growth Rate: Griswold vs. DRG



Math Growth Rate: Griswold vs. DRG



GMS SBAC Scholar Breakfast



Griswold *Forward* 2.0



Next Generation Science Assessment
(NGSS)
Spring 2026
Grades 5, 8, & 11



Science NGSS 2026

GMS Grade 5:

54.9%

GMS Grade 8:

43.1%

GHS Grade 11:

62.3%

State of CT Gr. 5:

52%

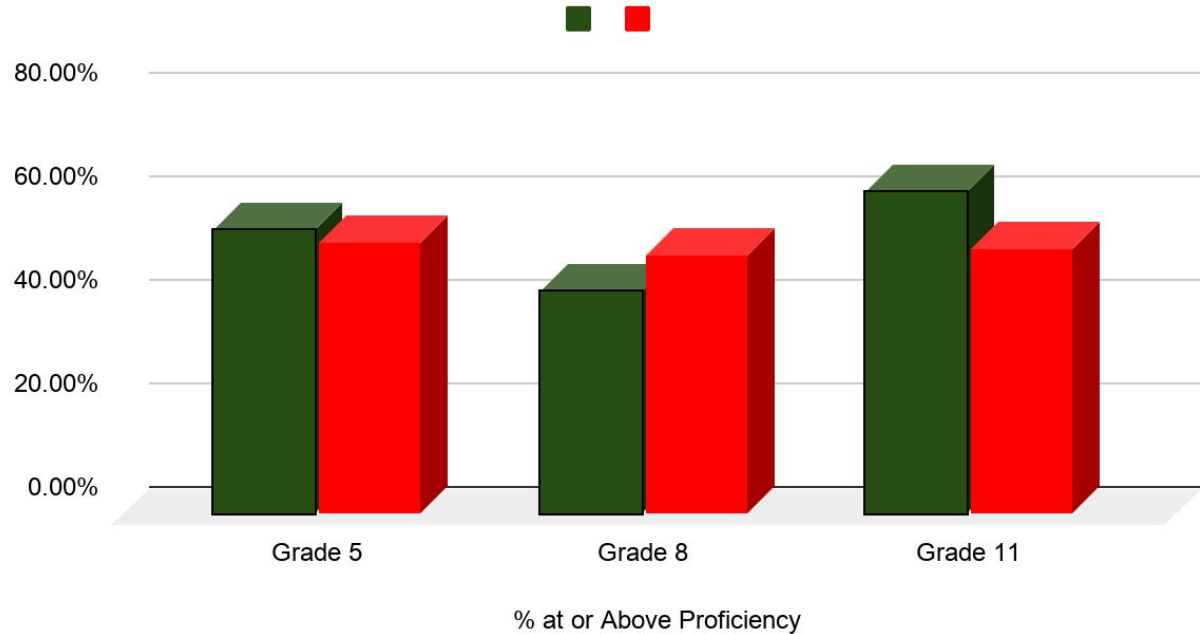
State of CT Gr. 8:

50.1%

State of CT Gr. 11:

51%

% Proficiency Griswold vs. State



Griswold Forward 2.0



Griswold Forward: Supporting our GMS Students

- WEB intervention structure allows for expanded SRBI support based on Aimsweb and SBAC data
- Reading and math intervention is provided to all grades based on Aimsweb data and MTSS recommendations.
- All Math and LA teachers conduct 1-1 student data meetings to review individual performance data, identify areas of strength and weakness, as well as target growth/goals.
- GMS Academic Success Center where students receive small group support in math and LA as well as SBAC prep sessions.
- SBAC Interim Assessment Blocks and Focused Interim Assessment Blocks are implemented throughout the year.
- Edmentum personalized math program is being implemented in intervention classes.
- GMS is partnering with the Annenberg Institute at Brown University through a cohort of middle schools to strengthen math instruction and improve student achievement.
- GMS is adding a weekly after-school “Math Lab” where students can receive extra help, strengthen their math skills, and build confidence.



College Board Assessments

Fall 2025 PSAT
Grades 9-11

Spring 2026 SAT
Grade 11



Trajectory for PSAT→SAT

(Scholastic Aptitude Test)

- Students participate in the PSAT (“Preliminary”) in the fall (October 21st, 2026) of their 9th, 10th & 11th Grade years.
- Students participate in the SAT in the spring (April 7, 2027) of their 11th Grade year.



How the SAT Is Structured & Benchmark Scores

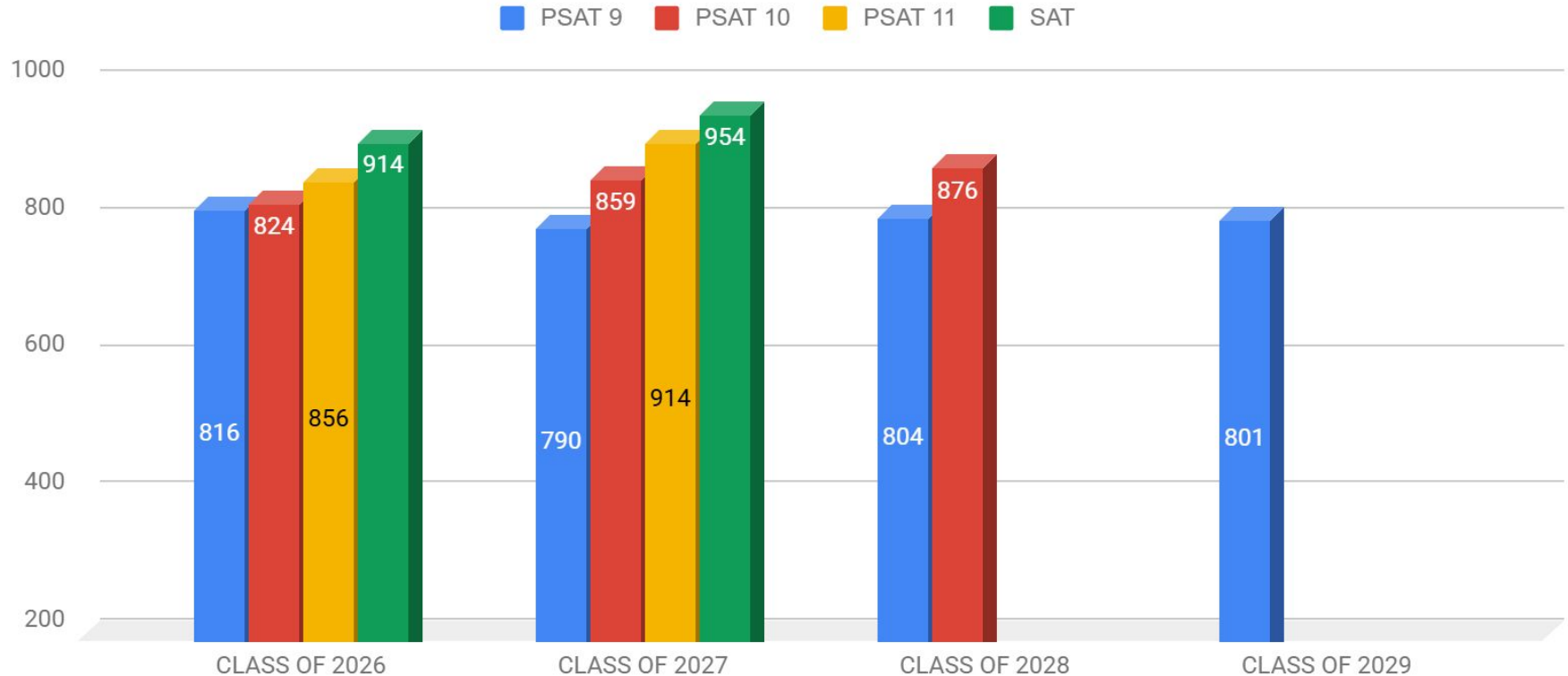
Section	Time Allotted (minutes)	# of Questions/Tasks
Reading & Writing	64 (two 32-minute modules)	54
Math	70 (two 35-minute modules)	44
Total	134	98

	Reading & Writing	Math
9th Grade PSAT	410	450
10th Grade PSAT	430	480
11th Grade PSAT	460	510
11th Grade SAT	480	530

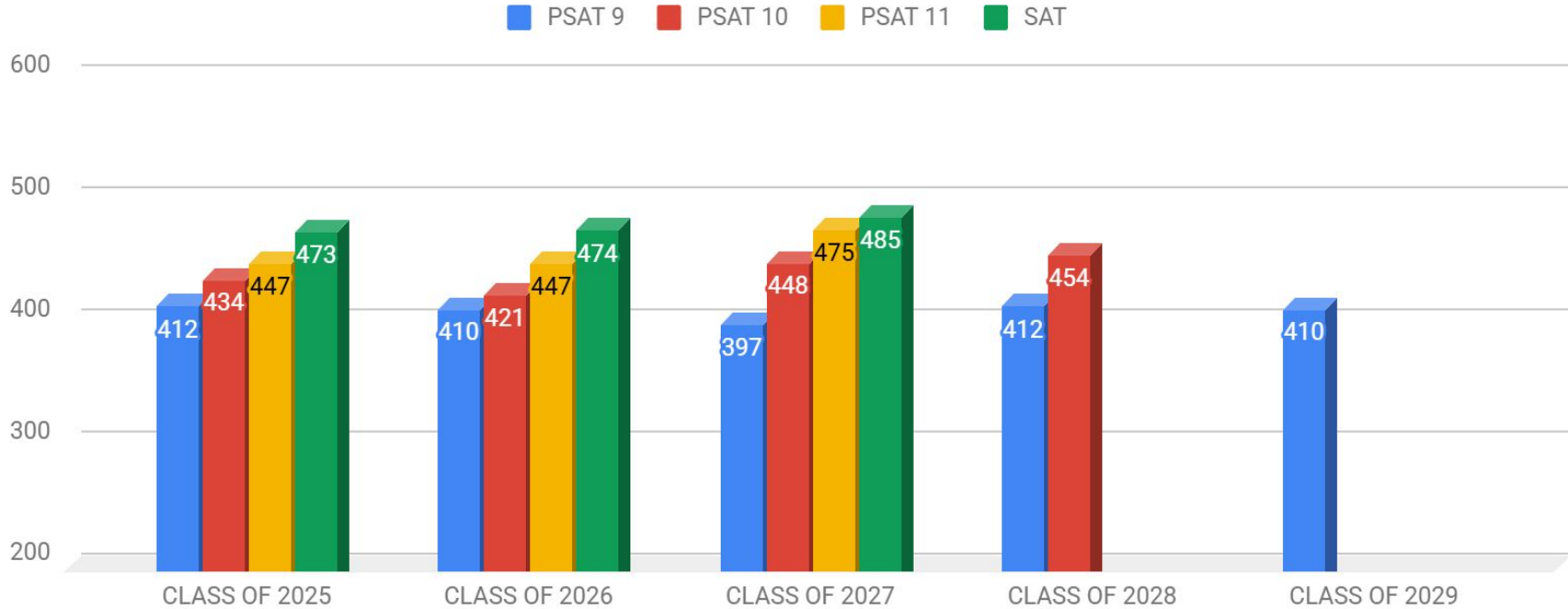


Total P/SAT Scores by Year of Graduation

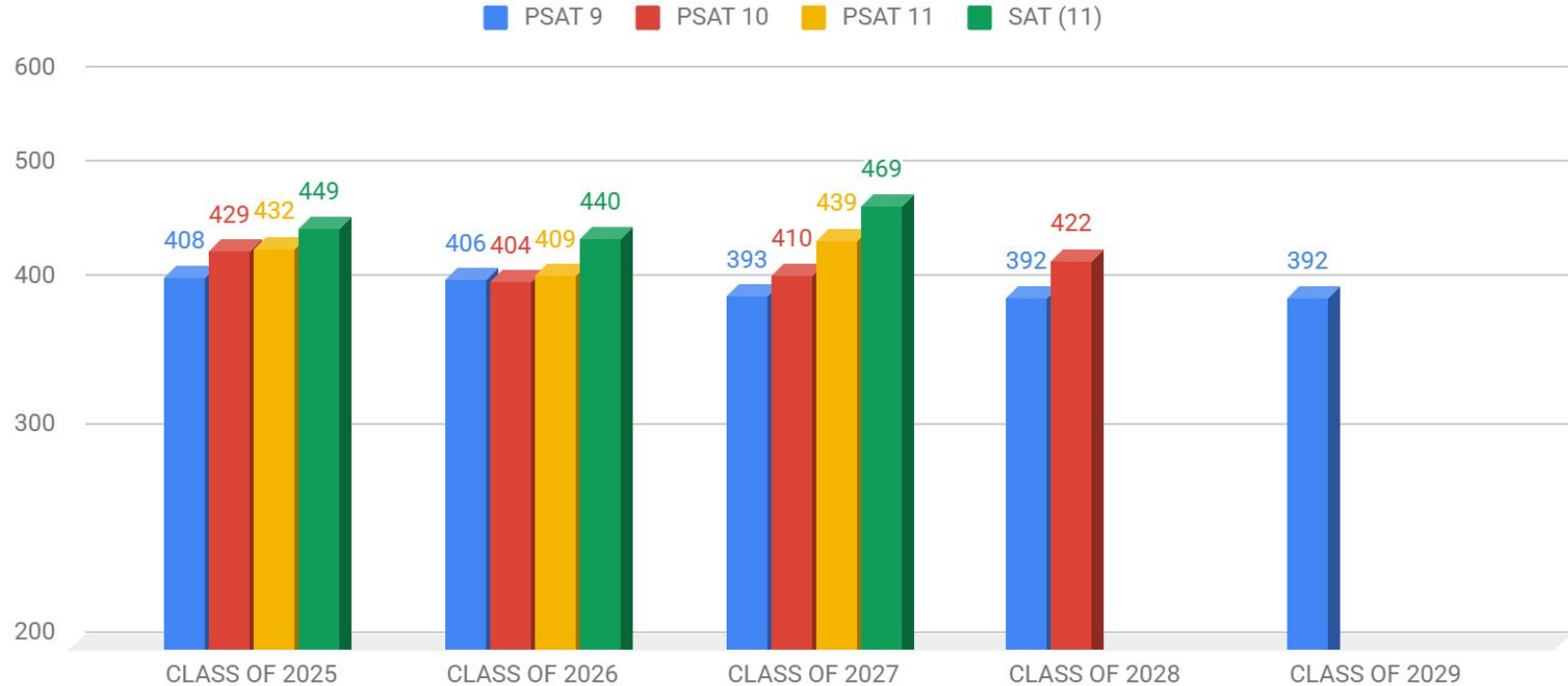
Total PSAT/SAT Scores by Year of Graduation



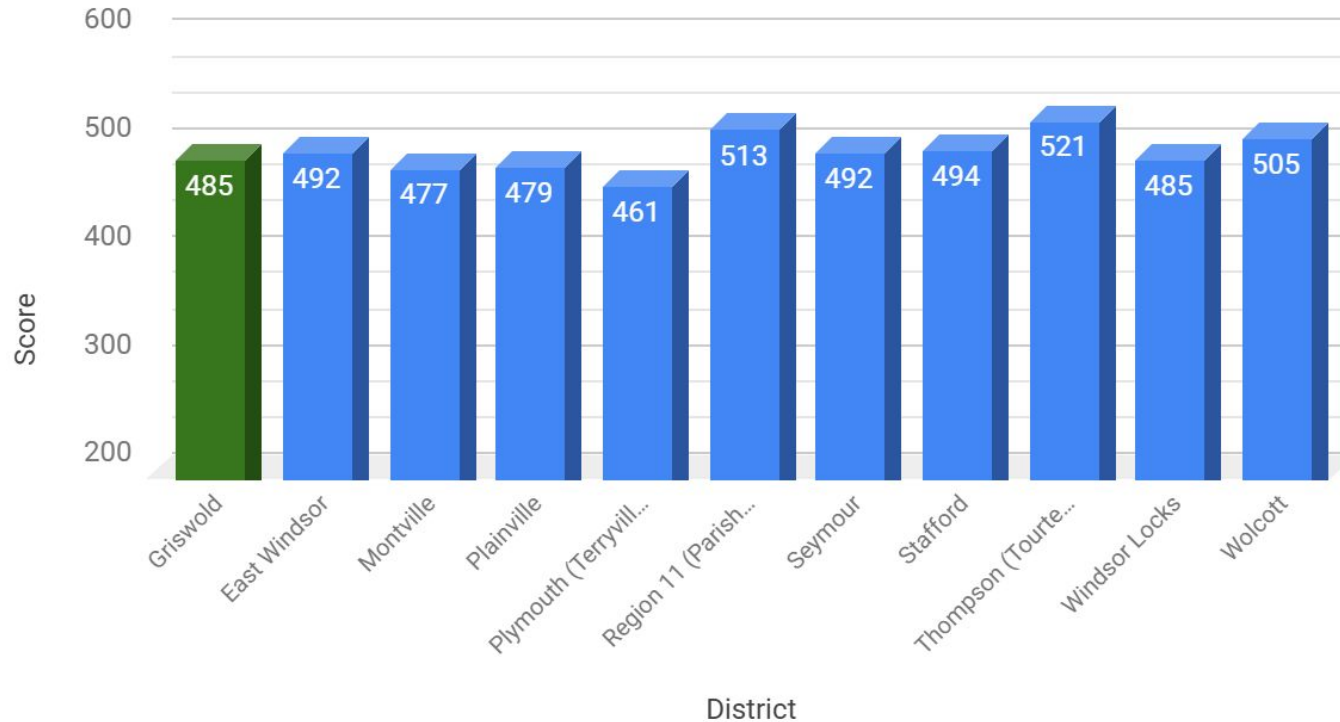
Total ERW



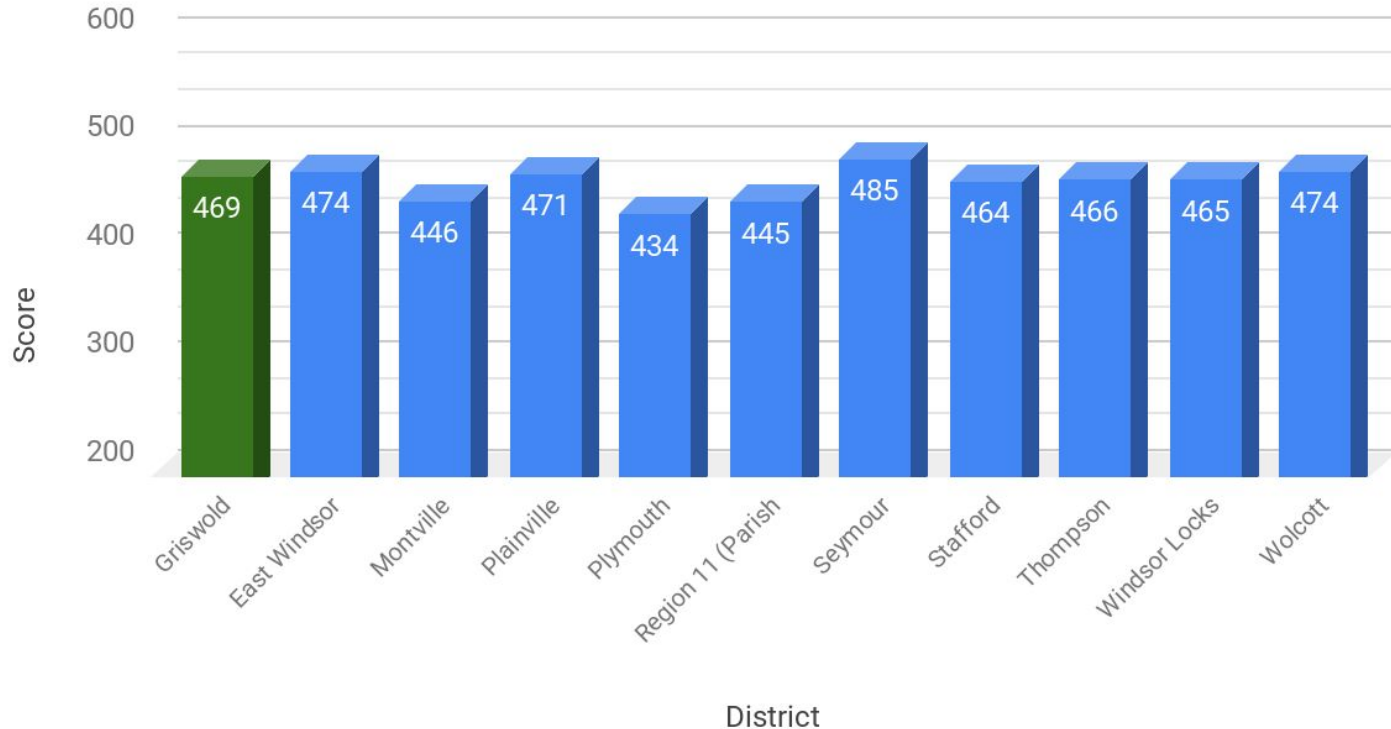
Total Math



SAT Evidence-Based Reading and Writing: District Reference Group Comparison



SAT Math: District Reference Group Comparison



SAT & NGSS Scholars & Incentives

PSAT Scholar Celebration in the Fall 2025:

- Class of 2027 (who were Juniors): 30 PSAT Scholars
- Class of 2028 (who were Sophomores): 34 PSAT Scholars
- Class of 2029 (who were Freshmen): 30 PSAT Scholars

SAT Scholar Breakfast in Spring 2026: We recognized **33 students** and families from the Class of 2027 (who were Juniors) for their exceptional achievement, exceeding the College Board established goal in all areas.

- These students also earn a WHITE CORD for graduation.



SAT & NGSS Scholars & Incentives

Students Meeting/Exceeding Personal Growth Goals: Students who met or exceeded the benchmark OR Students who grew at least 10% from their PSAT score earned five points on their English and/or math grade. Juniors, following SATs, who meet or exceed are exempt from finals.

NGSS Certificate & Pin: Students who met the standard were mailed congratulatory letters home and earn a pin at graduation (**75 students** from Class of 2027). Students are recognized at our Pep Rally, receive a certificate and earned a pin at graduation. They are also exempt from their science final.



College Board Advanced Placement
(AP) Testing
Spring 2026
Students in AP Courses Grades 9-12



AP (Advanced Placement) Exams at GHS

- AP classes allow high school students to take more rigorous courses. Additionally, if they score well on the accompanying AP test, they can earn college credit and/or bypass some general education requirements once they enroll in college.
 - Earn College Credit and Placement
 - Save Money and Time
 - Stand Out to Colleges
 - Keep Your Options Open - Earning college credit with AP can give you the flexibility to change majors, pursue a second degree, study abroad, or seek internships.
- We encourage all of our students to challenge themselves by participating in AP courses at GHS
- “Success” on an AP Exam is defined as an exam score of 3 or higher, which represents the score point that research finds predictive of college success and college graduation. These findings have held consistent across the decades. One example of such a study comes from the National Center for Educational Accountability, which found that an AP Exam score, and a score of 3 or higher in particular, is a strong predictor of a student’s ability to persist in college and earn a bachelor’s degree.

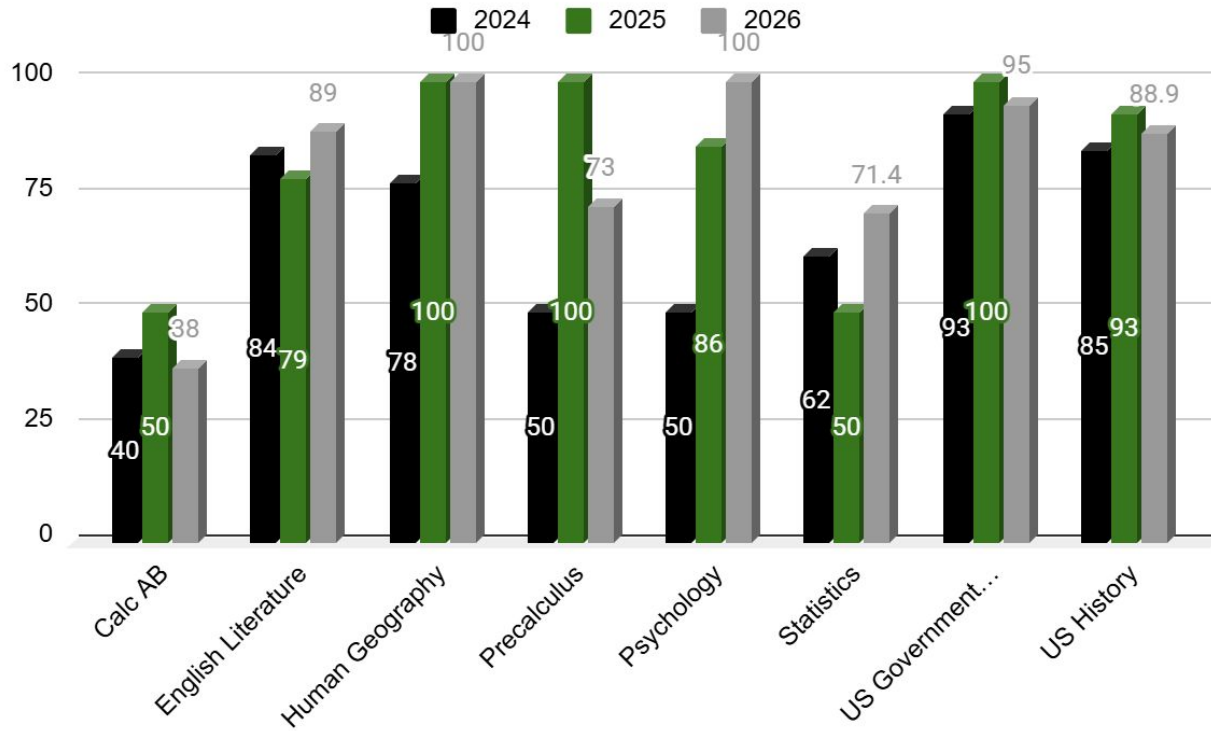


Advanced Placement Testing Overview

	2024	2025	2026
Total # of Exams	128	145	127
Average Score	3.1	3.5	3.6
% of Total AP Students with Scores 3+	71%	86%	85%

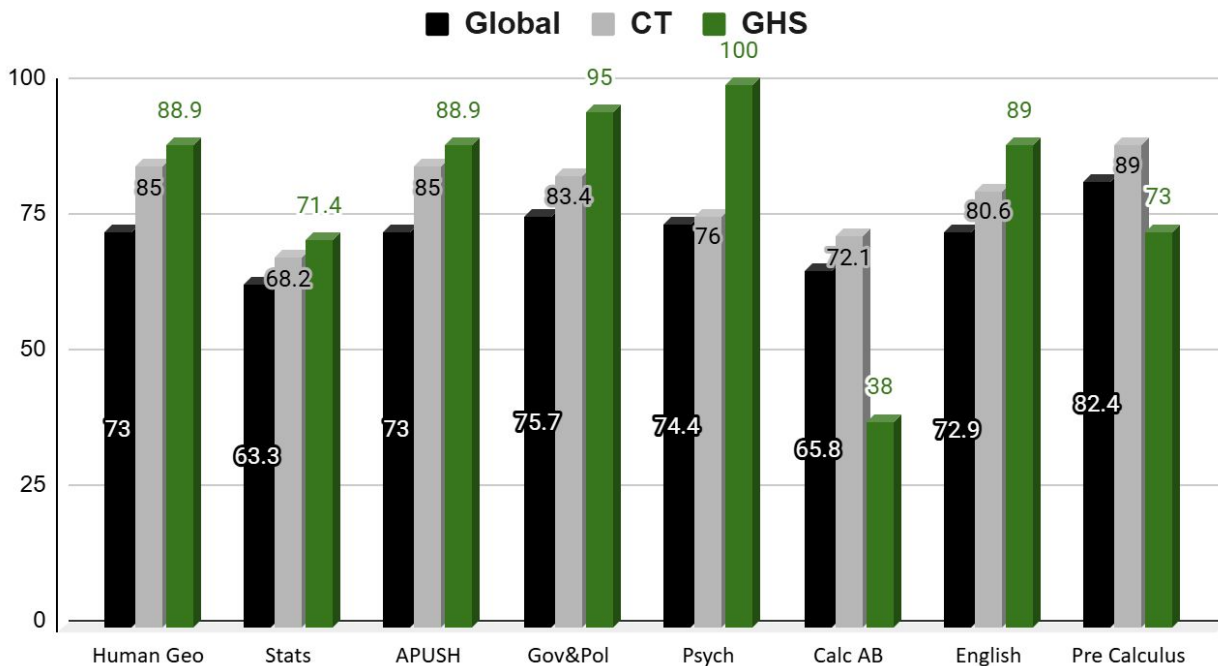


2026 GHS AP Pass Rate Data (3+) & 2024, 2025 Comparison



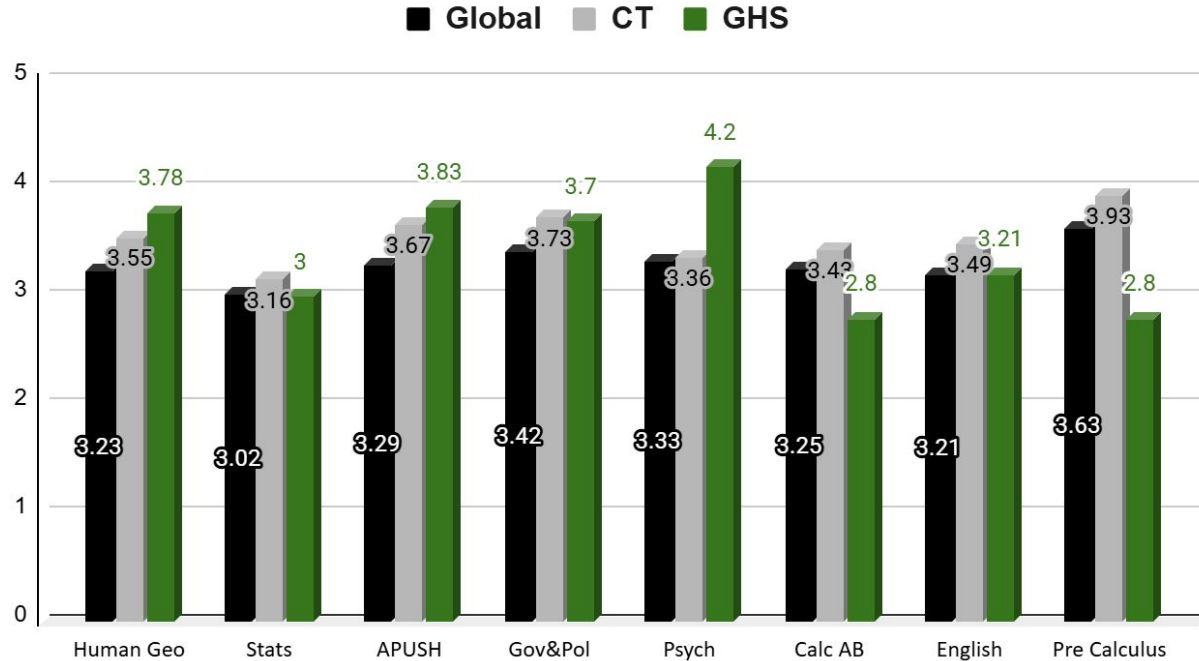
2026 GHS AP Pass Rates Compared to State & Global

GHS PASS RATES COMPARED TO STATE & GLOBAL



GHS AP Average Score to Global & State Performance 2026

GHS PASS RATES COMPARED TO STATE & GLOBAL

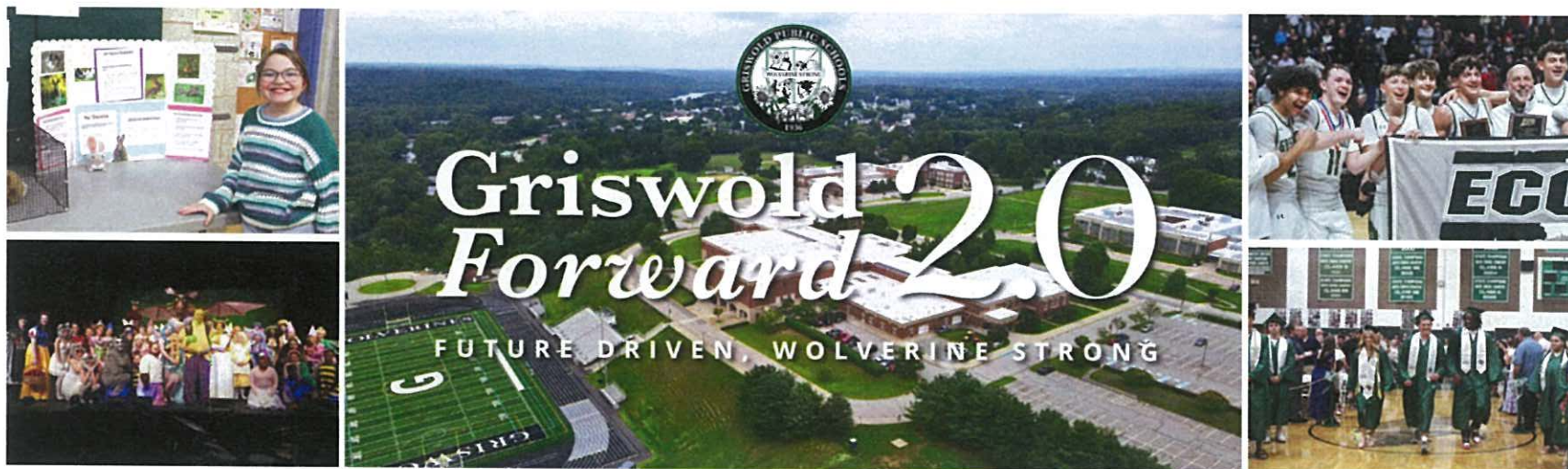


Griswold Forward: Supporting our GHS

- English, Math & Science departments have specific improvement plans implemented by the entire department across all grade levels with a specific focus on student achievement on the SAT & NGSS.
- All 9th/10th/11th grade Math and English teachers are conducting 1-1 student data meetings to review individual performance data, identify areas of strength and weakness, as well as target growth/goals (**SAT, AP & NGSS**)
- Support of Reading & Math Specialist - specific, targeted support for grade 11 students ahead of **SAT**
- Academic FLEX - personalized, direct time with content teachers (**SAT, AP & NGSS**)
- Activity FLEX - **SAT Prep** offered to Grade 11 & Free **SAT Prep** in the winter
- Structured and collaborative common department time and Academic Team Leader time to focus on data-specific growth goals - Data Team goal focus on **SAT** (Math, English & SS) and **NGSS** (Science)
- Implementation of formal data team with reflective work through ATLs & full faculty. Team includes member from each content department. Departmental data teams with Monthly State of Growth reports.
- SAT/NGSS Prep for grades 9-11 during Connections 1x/week.
- **AP** teachers meet monthly to goal set and discuss courses. Those interested in APSI (AP Summer Institute) and AP Mentoring are permitted. We have new teachers to AP, as well as newer courses - our action plan as a team this year includes guides for teachers on analyzing the test and scores on the CB website, looking deeply at PSAT/SAT/SBAC scores for students in courses (as well as course grades) & using the data to set goals with students.

Griswold Forward 2.0





Griswold Board of Education Meeting Technology Department October 8, 2026

Griswold *Forward 2.0*





Maintenance



Collaboration

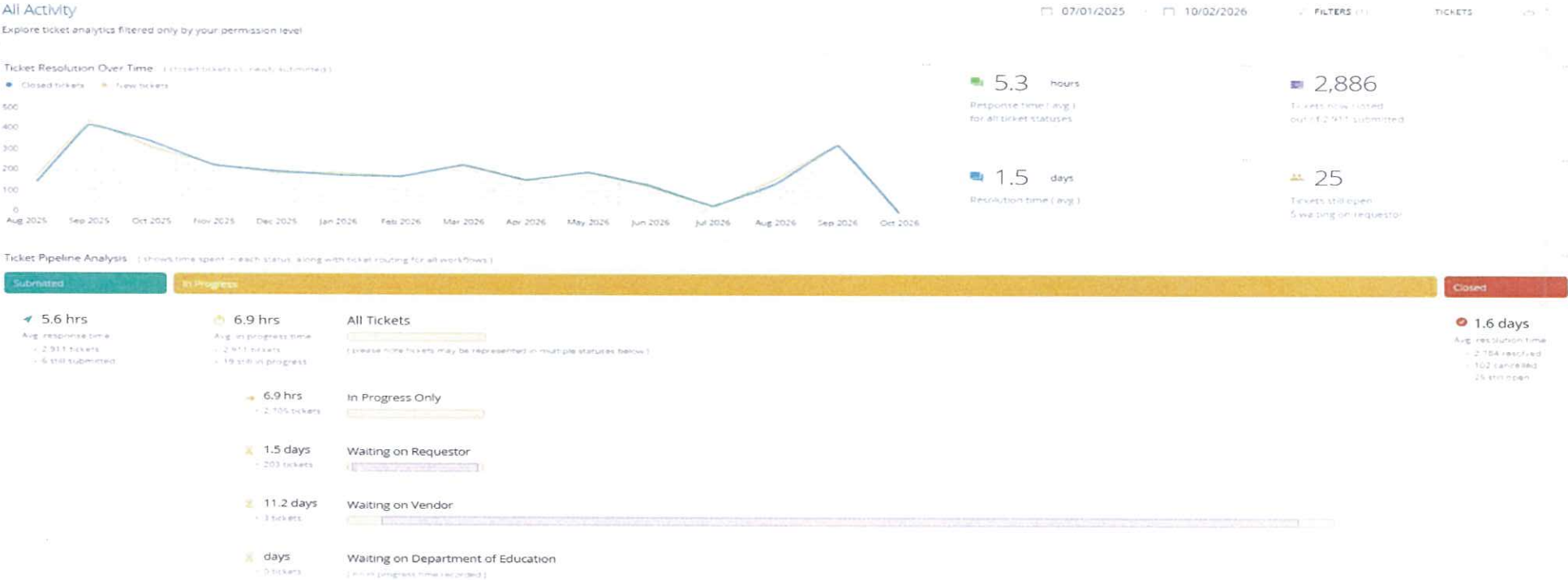


Innovation

Griswold Forward



IncidentIQ Tickets



Summer Projects



Windows 11 Upgrade

500+ Desktops & Laptops deployed across district



GES & GMS Wireless

60 new Access Points installed to boost coverage and speed



Microsoft MDR

Managed Detection and Response deployment for enhanced cybersecurity



Smart Panel Installs

Interactive displays added across schools:

GES: 4 | GMS: 5 | GHS: 1

Griswold *Forward 2.0*



Collaboration

TLI

Assessment Preparation

Open Architects

School Administration

Chromebook Distribution

GHS Open House



Innovation



IncidentIQ

- Automation of ticket flow
- Communication



Communication

- Information Flyers
- Ticket Status



Tools

- Account Provisioning
- Device Management
- 3rd Party Integrations



A green ball with the text "Questions ?" in white, bold, sans-serif font. The ball is resting on a dark wooden surface, likely a desk. In the background, there is a blurred office environment with a window, a pen holder, and some papers.

Questions ?

GRISWOLD PUBLIC SCHOOLS



PROFESSIONAL LEARNING AGENDA October 9, 2026, 7:30am-2:45pm

2026-2027 DISTRICT GOALS

- Goal 1: Elevating student success and growth to navigate the future
- Goal 2: Centering Student Interests to Empower Well-Being and Individual Pursuits
- Goal 3: Teaching that Strengthens Engagement and Connections for Every Student
- Goal 4: Optimizing resources and partnering with the Griswold community for student success

GES	GMS	GHS
Arrival 7:30	Arrival 7:30	Arrival 7:30
<u>TEval Goals due on or before 11/13/26</u> 7:30-8:15, Classroom/Individual/Team (planning, collaborative planning, team meetings, TEVAL Goals) 8:15-8:30, Faculty Meeting - FERPA Update 8:30-9:15, Faculty Meeting - Data Team (Academics) 9:15-11:00, Grade Level Team Planning Team Leader's Room (continue Data Team Work as a grade level) 11:00-12:00, Classroom/Individual/Team (planning, collaborative planning - grade level or cross grade level, team meetings, TEVAL Goals)	<u>TEval Goals due on or before 11/13/26</u> 8:00-10:15 Staff Training Workshops 10:15-11:15 Classroom/Individual/Team (planning, collaborative planning - grade level or cross grade level, team meetings, TEVAL Goals) 10:15-11:15 GMS/GHS Collaboration GMS: Karen S/Caitlin P, Ryan, Dave, Courtney M 11:30-12:00 Faculty Meeting FERPA Update	<u>TEval Goals due on or before 11/13/26</u> 8:00-9:15: GHS Data Team - Erin's Office 8:00-9:15: Departmental focus time 9:15-10:15: PSAT Proctor Training/FERPA Update - full faculty in Learning Commons 10:15-11:15: GMS/GHS Collaboration GHS: Elaine, Meg, Jill, Liv, Erin 10:15-11:15: Review Curriculum template with GHS singletons and ATLs (with Pat) in Learning Commons 11:15-11:45: Vision of the Graduate Committee - Learning Commons
12:00-12:30, Lunch	12:00-12:30, Lunch	11:45-12:15, Lunch "Dip Into Fall" Staff luncheon
12:30-1:30 <u>curriculum work</u> for all disciplines 1:30-2:45, Classroom/Individual/Team (planning, collaborative planning - grade	12:30-1:30 <u>curriculum work</u> for all disciplines 1:30-2:15 GMS Data Team meeting (large conference room)	12:30-1:30 <u>curriculum work</u> for all disciplines

GES	GMS	GHS
level or cross grade level, team meetings, TEVAL Goals)		
12:15-2:45 PMT Refresher, Certified Student Services staff, GMS Gym	12:15-2:45 PMT Refresher, Certified Student Services staff, GMS Gym	12:15-2:45: PMT Refresher, Certified Student Services staff, GMS Gym
End of Day <i>Don't forget to update your TEVAL "Professional Growth and Practice" forms!</i>	End of Day <i>Don't forget to update your TEVAL "Professional Growth and Practice" forms!</i>	End of Day <i>Don't forget to update your TEVAL "Professional Growth and Practice" forms!</i>

VACANCIES

<u>Certified Positions</u>	<u>Location</u>	<u>Closing Date</u>
----------------------------	-----------------	---------------------

<u>Non-Certified Positions</u>	<u>Location</u>	<u>Closing Date</u>
Paraeducators, Full-Time	GPS	Until Filled

<u>Extra-Curricular Positions</u>	<u>Location</u>	<u>Closing Date</u>
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RETIREMENTS

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Effective Last Day</u>
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RESIGNATIONS

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Effective Last Day</u>
Litchfield, Britney	GHS	Paraeducator, Full-Time	September 21, 2026
Diaz, Jordyn	GES	Paraeducator, Full-Time	October 5, 2026

APPOINTMENTS

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary/Rate</u>
Smith, Elizabeth	GMS	Paraeducator, Full-Time	October 6, 2026	Hourly
Sylvestre, Aubrielle	GES	Wolverine B/A School Pgm Asst Inst.	October 5, 2026	Hourly

Note:

October 8, 2026

SUPERINTENDENT'S UPDATES



Board of Education Meeting, October 8th, 2026

PROJECT/AREA	UPDATE				
TUITION TOWN MEETING  GRISWOLD PUBLIC SCHOOLS Sending Town Partner Meetings Please join members of Griswold Public Schools and Griswold High School (GHS) for a series of informational meetings throughout the school year. At this quarterly meeting at GHS, we welcome all tuition partner town superintendents, superintendent designees (Assistant Superintendent, Curriculum Director, SPED Supervisor), district central office staff, Area Public School Counselors, 8th grade class supervisors, faculty or staff members who are interested in learning about what GHS has to offer. These meetings are great opportunities to ask questions, seek answers, tour the facilities, request and access materials, and more. 2026-2027 Meeting Dates All meetings are in-person in the GHS Learning Commons, Wednesdays at 9:00 a.m. for about 1hr. <table border="1"> <tr> <td>October 7, 2026</td><td>March 24, 2027</td></tr> <tr> <td>January 13, 2027</td><td>May 5, 2027</td></tr> </table> Please contact GPS Superintendent Sean McKenna at SMckenna@griswoldpublicschools.org with any questions. Griswold Forward 2.0 Learn more at griswoldpublicschools.org	October 7, 2026	March 24, 2027	January 13, 2027	May 5, 2027	• We had our first Tuition Town Partner meeting on October 7th, 2026. This is a great opportunity to meet with your sending town partners, field any questions or concerns that they may have, and highlight the recent events at Griswold High School. • We typically have 4 scheduled in the school year. • Additionally, Elaine Taylor, Director of School Counseling frequently visits the sending towns on parents' nights. We have scheduled presentations to different Boards in the upcoming week. • We have already started our mailings to interested students for the '27-'28 school year.
October 7, 2026	March 24, 2027				
January 13, 2027	May 5, 2027				

LABOR RELATIONS



- We had our Labor Relations meeting. This is meeting with leadership of the different unions and our central office team.
- These meetings happen once a month and afford us an opportunity to gather, to field questions that may be surfacing with one or more groups, and to engage in collaborative problem-solving.
- We have found that these meetings are both helpful and informative, and we will keep the Board updated on any pressing issues.