

**Regular Board of Education Meeting
Wednesday, February 19, 2020 7:00 PM
Town Hall Meeting Room**

I. Administrative Reports

A. Superintendent's Announcements (5 min.)

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Rationale: Dr. Jordan Grossman, Superintendent, will provide district updates.

B. Student Representative Reports (5 min.)

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Rationale: Ms. Dwaritha Ramesh and Mr. Jack DeGray, Student Representatives, will report on activities taking place at the high school.

C. Guest Legislators (30 min.)

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

Rationale: Senator John Kissel, Senator Kevin Witkos and Representative William Simanski will discuss legislative issues related to education.

D. Schools in the Spotlight (15 min.)

Goals: Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Attachments:

College Connections_ GMHS Students at Asnuntuck Community College

4

Rationale: Mr. Michael Dunn, Principal of Granby Memorial High School, and a few students will showcase the high school's College Connections partnership with Asnuntuck Community College.

E. Business Manager's Report (5 min.)

Attachments:

Granby Public Schools SOA Narrative January 2020

24

January 2020 SOA

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Rationale: Ms. Anna Robbins, Business Manager, will present the January 2020 statement of accounts.

II. Public Comment

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Rationale: Granby community engagement and attendance at BOE public meetings is welcomed. The Public Comment segment of the meeting agenda is set aside so the BOE may receive public comments. Procedurally, public remarks will be limited to about 5 minutes and citizens will be asked to identify themselves. Because the BOE is limited by the Freedom of Information Act to discussing only matters on the agenda, the BOE is not permitted to engage in a discussion of the comments presented.

III. Consent Agenda (5 min.)

A. Minutes

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Attachments:

Approved Minutes 2-5-20

30

Rationale: The Board will approve/amend the minutes of the February 5, 2020 Board of Education meeting.

IV. Old Business

A. Third Reading of Revised Policy 4131 - Staff Development (5 min.)

Goals: Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

Attachments:

Granby 4131 - Staff Development (Rev. January 2020)

34

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 4131, Staff Development, to the Board for a third reading and approval.

V. New Business

A. First Reading of Revised Policy 5114 - Student Discipline (5 min.)

Goals: Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

Attachments:

Policy 5114 (Excerpt due to minimal changes)

39

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 5114, Student Discipline, to the Board for a first reading.

B. Approval of Educational Specifications for the Granby Memorial Middle School Low-Slope Roof Replacement Project (5 min.)

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

Attachments:

ED SPECS GMMS Lower Gym Roof 2-13-2020

40

Rationale: The Board will discuss the approval of the educational specifications for the low-slope roof replacement project for Granby Memorial Middle School.

VI. Miscellaneous (20 min.)

A. Board Standing Committee Reports

1. Curriculum/Policy/Technology/Communication

Goals: Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

Attachments:

Curriculum SC Minutes 2-5-20

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2. Finance/Personnel/Facilities

Goals: Budget Development and Fiscal Management: Practice responsible budget development and management through transparency and maximize available financial resources through a balance of fiscal

discipline and innovative educational investments., Student Achievement: Improve student achievement, academic performance and opportunity at all grade levels and for all ability levels and decrease achievement gaps on the path to college and career readiness., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.

B. Other Board-Related Reports

1. CREC/CABE

Goals: Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.

2. Granby Education Foundation

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

C. Calendar of Events

Goals: Embracing Diversity: Adopt and promote strong instructional, curricular and leadership practices that embrace and advance knowledge and acceptance of human diversity and that eliminate bias.

Attachments:

Calendar of Events

44

D. Board Member Announcements

E. Action Items

VII. Executive Session/Non-Meeting

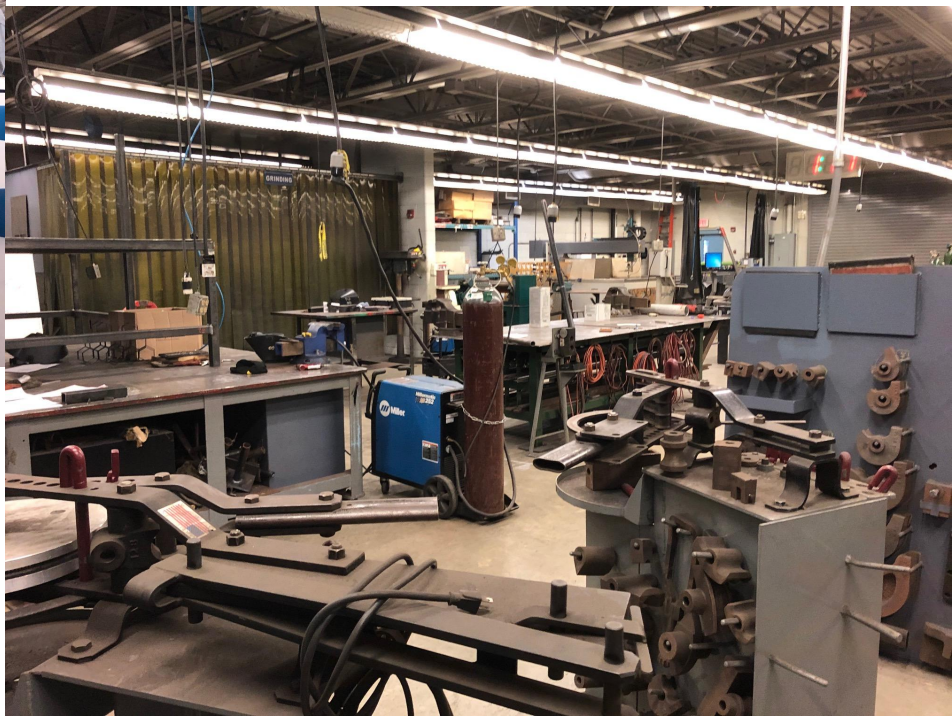
College Connections:

**GMHS Students at
Asnuntuck Community
College**

Granby BOE 2.19.20









What we do at ACC...

Opportunities/future plans...

Why career education is a better choice than traditional college

By Conrad Ginz

Thesis

Career education is a better choice than college due to lower costs for learning, more direct training, and more money to be made.





1

million



EXPENSES

TRADE SCHOOL



≈ \$10,000 per year



For the average two-year institution the cost is a little more than **\$10,000** per year.

COLLEGE



≈ \$25,000 per year



Attending a university for 4 years is more than **\$100,000**, can rise to **\$150,000** if a private college is chosen.



WHO IS THE SMART ONE?



KELLY

- GOT A 4-YEAR DEGREE FOR A JOB IN A SATURATED MARKET
- \$100,000 IN DEBT
- CAN'T FIND A JOB
- THINKS KEVIN IS STUPID FOR NOT GOING TO A 4 YEAR COLLEGE

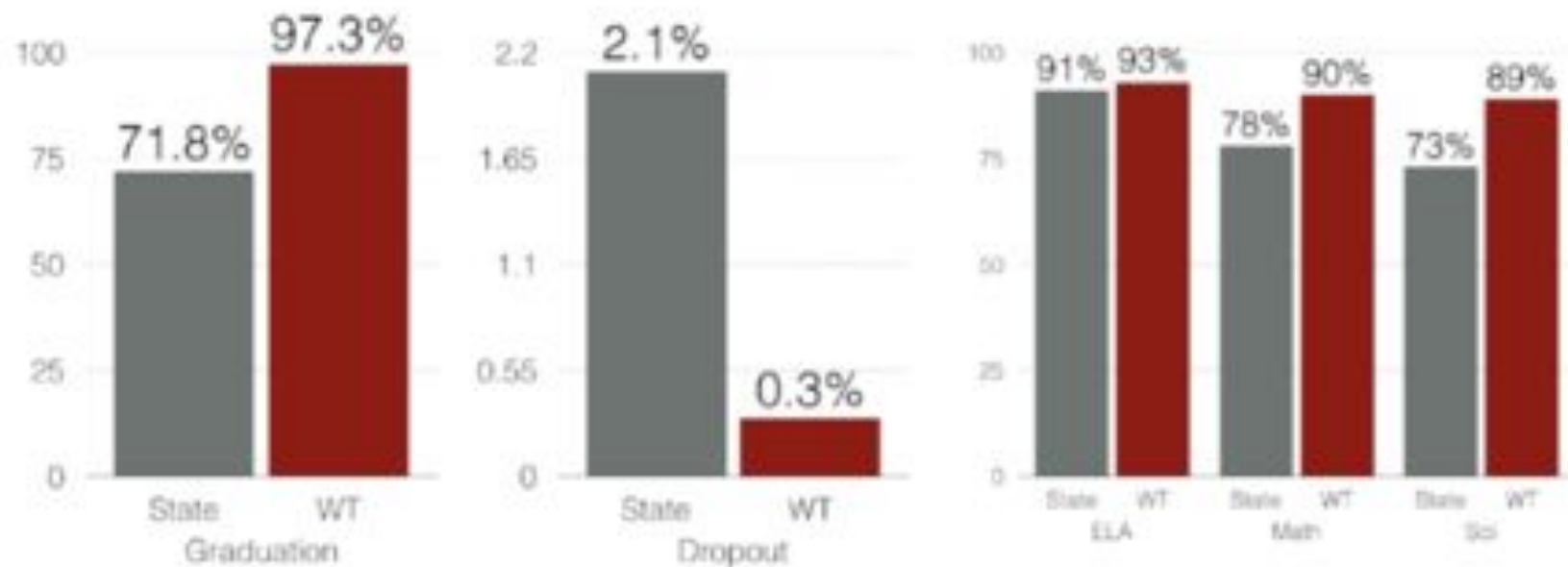


KEVIN

- WENT TO A 1-YEAR TECH SCHOOL FOR A JOB IN DEMAND
- PAID OFF SCHOOL DEBT IN 3 YEARS
- MAKES \$75,000 A YEAR

- Doesn't care what Kelly thinks

State vs. WT Outcomes







List of high paying plumbing jobs

1. Commercial plumber
2. Water and septic
3. Working for yourself





High paying welding jobs

1. Underwater welding
2. Pipeline welding
3. Aerospace Welding
4. Pipefitting



Pratt & Whitney

A United Technologies Company

CNC operator

**Up to \$105k a year starting
full time**

Many job opportunities in the
Northeast



Works Cited

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- "Washington High School Trains Students for IT Careers--without College." *Tech & Learning*, vol. 30, no. 9, Apr. 2010, p. 16. *Gale Academic Onefile*, link.gale.com/apps/doc/A224519506/AONE?u=s0565&sid=AONE&xid=f36124ee. Accessed 17 Sept. 2019.
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Questions?



Jordan E. Grossman, Ed.D.
Superintendent of Schools



Christopher J. Tranberg
Assistant Superintendent

Aimee D. Martin
Director of Pupil Personnel Services

Anna M. Robbins, SFO
Business Manager

To: Granby Board of Education
From: Anna Robbins, Business Manager
Date: February 19, 2020
Re: Financial Forecast as of January 2020

As of January 31, 2020, the BOE shows a negative forecast of \$159,297. Special education expenditures are projected to be unfavorable \$290,494 and regular education expenditures are projected to be favorable \$131,196. The overall forecast is slightly favorable over the previous month's forecast.

Salaries and benefits show a favorable forecast of \$144K. The forecast is favorable compared to last month by \$73K as mid-year adjustments are made to the unemployment account and retirement and severance account. Additional mid-year adjustments include a negative forecast in instructional purchased services, which includes an over-budget condition in special education evaluations and contracted services as well as our outsourced districtwide substitute account. Other over-budget conditions exist in transportation and utility accounts but have been offset by favorable projections in general supplies, textbooks, replacement equipment, and student activities.

The Quality & Diversity Fund continues to show a favorable forecast of \$21K primarily due to lower magnet school tuitions and personnel expenses.

Revenues to the town reflect a projection of additional revenue for regular tuition from other towns of \$39K. The updated Excess Cost funding from the state is projected to be lower than budgeted by \$70K. Special Education from other towns has been billed and is projected to be favorable \$21K bringing the forecasted revenue under budget by \$10K.

**Granby Board of Education
FY 2019-2020
Statement of Accounts
for the period ended
January 31, 2020**

| Description | Budget | Expended | Encumbered | Expended & Encumbered | Balance | % Enc/Exp | Full Year Forecast January |
|---|-------------------|-------------------|-------------------|--------------------------------------|----------------|------------------|---|
| Certified Salaries: | | | | | | | |
| Administration | 1,673,719 | 1,004,548 | 649,285 | 1,653,833 | 19,885 | 98.81% | 19,885 |
| Regular Education | 10,721,894 | 5,362,175 | 5,178,293 | 10,540,468 | 181,425 | 98.31% | 101,642 |
| Special Education | 1,740,035 | 934,785 | 844,433 | 1,779,218 | (39,184) | 102.25% | (20,877) |
| Total | 14,135,647 | 7,301,509 | 6,672,011 | 13,973,520 | 162,127 | 98.85% | 100,651 |
| Substitute/Tutor/Support Salaries | | | | | | | |
| Substitutes | 8,000 | 3,301 | 0 | 3,301 | 4,700 | 41.26% | 1,000 |
| Sped Support (Speech, O.T. & P.T.) | 410,583 | 231,901 | 183,449 | 415,350 | (4,767) | 101.16% | (8,767) |
| Tech Support | 230,410 | 139,843 | 94,395 | 234,238 | (3,828) | 101.66% | (3,828) |
| Tutors - Regular Education | 21,110 | 9,095 | 10,361 | 19,456 | 1,654 | 92.17% | 1,654 |
| Tutors - Special Education | 23,616 | 14,146 | 0 | 14,146 | 9,469 | 59.90% | 4,942 |
| Total | 693,718 | 398,285 | 288,205 | 686,490 | 7,227 | 98.96% | (4,999) |
| Teaching Assistant Salaries: | | | | | | | |
| Regular Education TA | 284,889 | 131,672 | 137,829 | 269,501 | 15,387 | 94.60% | 4,017 |
| Special Education TA | 1,081,299 | 508,053 | 566,642 | 1,074,695 | 6,604 | 99.39% | 3,198 |
| Total | 1,366,188 | 639,726 | 704,471 | 1,344,196 | 21,991 | 98.39% | 7,215 |
| School Secretaries' Salaries | 615,682 | 345,035 | 270,495 | 615,529 | 152 | 99.98% | (1,481) |
| Central Office Salaries | 532,735 | 307,374 | 228,718 | 536,092 | (3,357) | 100.63% | (9,341) |
| Custodial & Maintenance Salaries | 1,293,756 | 755,909 | 521,944 | 1,277,852 | 15,904 | 98.77% | (12,151) |
| Total Salaries | 18,637,725 | 9,747,837 | 8,685,844 | 18,433,680 | 204,045 | 98.91% | 79,894 |
| Employee Benefits | 5,001,350 | 3,050,782 | 1,819,679 | 4,870,461 | 130,889 | 97.38% | 63,798 |
| Total Salaries & Employee Benefits | 23,639,075 | 12,798,619 | 10,505,523 | 23,304,142 | 334,933 | 98.58% | 143,693 |

**Granby Board of Education
FY 2019-2020
Statement of Accounts
for the period ended
January 31, 2020**

| Description | Budget | Expended | Encumbered | Expended & Encumbered | Balance | % Enc/Exp | Full Year Forecast January |
|--------------------------------------|------------------|------------------|-------------------|--------------------------------------|------------------|------------------|---|
| Purchased Services: | | | | | | | |
| Instructional Purchased Service | 530,572 | 311,725 | 203,788 | 515,514 | 15,058 | 97.16% | (81,211) |
| Administration Purchased Service | 425,618 | 215,121 | 189,010 | 404,131 | 21,487 | 94.95% | 6,150 |
| Maintenance Purchased Service | 101,483 | 47,131 | 29,568 | 76,699 | 24,783 | 75.58% | 0 |
| Total | 1,057,672 | 573,978 | 422,367 | 996,345 | 61,328 | 94.20% | (75,061) |
| Legal Services | 55,000 | 17,173 | 37,827 | 55,000 | 0 | 100.00% | 0 |
| Repairs & Maintenance: | | | | | | | |
| Instructional Repairs & Maintenance | 74,599 | 45,612 | 6,515 | 52,127 | 22,472 | 69.88% | 3,000 |
| Administration Repairs & Maintenance | 8,500 | 0 | 0 | 0 | 8,500 | 0.00% | 8,500 |
| Maintenance Repairs & Maintenance | 462,698 | 242,919 | 56,521 | 299,440 | 163,258 | 64.72% | 0 |
| Total | 545,797 | 288,531 | 63,036 | 351,566 | 194,230 | 64.41% | 11,500 |
| Transportation: | | | | | | | |
| Transportation Regular Education | 852,106 | 363,605 | 537,546 | 901,151 | (49,045) | 105.76% | (45,659) |
| Transportation Special Education | 662,900 | 184,831 | 463,275 | 648,105 | 14,795 | 97.77% | (32,388) |
| Transportation Vocational Tech | 92,674 | 32,025 | 53,692 | 85,717 | 6,956 | 92.49% | 6,000 |
| Total | 1,607,680 | 580,461 | 1,054,513 | 1,634,974 | (27,294) | 101.70% | (72,047) |
| Insurance Property & Liability | 102,700 | 71,528 | 23,362 | 94,890 | 7,810 | 92.39% | 7,810 |
| Communications | 99,281 | 49,249 | 29,152 | 78,401 | 20,880 | 78.97% | 0 |
| Tuition: | | | | | | | |
| Tuition Special Education | 1,451,252 | 1,072,981 | 514,376 | 1,587,357 | (136,104) | 109.38% | (168,865) |
| Tuition Adult Education | 10,467 | 9,927 | 0 | 9,927 | 540 | 94.84% | 540 |
| Total | 1,461,719 | 1,082,908 | 514,376 | 1,597,284 | (135,564) | 109.27% | (168,325) |
| Conference & Travel Expense | 73,497 | 35,225 | 8,890 | 44,115 | 29,382 | 60.02% | 0 |
| General Supplies: | | | | | | | |
| General Supplies Regular Education | 297,040 | 171,547 | 80,602 | 252,149 | 44,891 | 84.89% | 5,500 |
| General Supplies Special Education | 26,416 | 16,827 | 3,338 | 20,165 | 6,251 | 76.34% | 0 |
| General Supplies Administration | 81,176 | 41,471 | 22,408 | 63,879 | 17,297 | 78.69% | 0 |
| General Supplies Maintenance | 142,372 | 63,989 | 6,248 | 70,237 | 72,135 | 49.33% | 0 |
| Total | 547,004 | 293,834 | 112,597 | 406,431 | 140,573 | 74.30% | 5,500 |

**Granby Board of Education
FY 2019-2020
Statement of Accounts
for the period ended
January 31, 2020**

| Description | Budget | Expended | Encumbered | Expended & Encumbered | Balance | % Enc/Exp | Full Year Forecast January | |
|----------------------------------|-------------------|-------------------|-------------------|--------------------------------------|----------------|------------------|---|-----------|
| Electricity | 397,049 | 207,107 | 181,298 | 388,405 | 8,644 | 97.82% | (12,951) | |
| Fuel/Natural Gas | 156,352 | 85,106 | 88,584 | 173,690 | (17,338) | 111.09% | (16,500) | |
| Textbooks/Workbooks | 157,746 | 109,186 | 2,222 | 111,408 | 46,338 | 70.63% | 6,000 | |
| Library/Media Center | 62,118 | 43,503 | 5,204 | 48,707 | 13,411 | 78.41% | 0 | |
| Software | 304,544 | 231,124 | 31,822 | 262,946 | 41,598 | 86.34% | 0 | |
| Dues & Fees | 54,598 | 36,684 | 5,975 | 42,659 | 11,939 | 78.13% | 0 | |
| Replacement Equipment: | | | | | | | | |
| Replacement Equip Instructional | 0 | 384 | | 384 | (384) | 0.00% | (384) | |
| Replacement Equip Administration | 2,500 | 2,135 | | 2,135 | 365 | 85.40% | 365 | |
| Replacement Equip Maintenance | 24,000 | 6,081 | | 6,081 | 17,919 | 25.34% | 5,000 | |
| Total | 26,500 | 8,600 | 0 | 8,600 | 17,900 | 32.45% | 4,981 | |
| Student Activities | 786,287 | 322,847 | 267,868 | 590,716 | 195,571 | 75.13% | 6,102 | |
| Total General Fund | 31,134,619 | 16,835,662 | 13,354,614 | 30,190,277 | 944,342 | 96.97% | (159,297) | |
| | SPED | 5,480,361 | | | | | SPED | (290,494) |
| | GEN ED | 25,654,258 | | | | | GEN ED | 131,196 |
| Quality & Diversity | \$1,082,731.00 | \$640,159.81 | \$298,554.16 | \$938,714 | \$144,017 | 86.70% | \$21,783 | |

**Granby Board of Education
FY 2019-2020
Statement of Accounts
for the period ending
January 31, 2020
For Selected Special Education Accounts**

| II. Expenditures | <u>FY 2019-2020 Budget</u> | <u>Expended</u> | <u>Encumbered</u> | <u>Expended & Encumbered</u> | <u>Balance</u> | <u>January 2020 Forecast</u> |
|--|----------------------------|-------------------------|-------------------------|--------------------------------------|-------------------------|----------------------------------|
| Legal Expense | 27,500 | 12,385 | 15,115 | 27,500 | 0 | 0 |
| Special Education Certified Staff | 1,740,035 | 934,785 | 844,433 | 1,779,218 | (39,184) | (20,877) |
| Teacher Assistants | 1,081,299 | 508,053 | 566,642 | 1,074,695 | 6,604 | 3,198 |
| Special Education Tutors | 23,616 | 14,146 | 0 | 14,146 | 9,469 | 4,942 |
| Evaluation, Therapy & Contracted Services | 83,176 | 87,698 | 64,586 | 152,284 | (69,108) | (67,737) |
| Sped Support (Speech, O.T., & P.T.) | 410,583 | 231,901 | 183,449 | 415,350 | (4,767) | (8,767) |
| Special Ed Transportation | 662,900 | 184,831 | 463,275 | 648,105 | 14,795 | (32,388) |
| Out of District Tuition | 1,451,252 | 1,072,981 | 514,376 | 1,587,357 | (136,104) | (168,865) |
| Total Selected Special Education Accounts | <u><u>5,480,361</u></u> | <u><u>3,046,781</u></u> | <u><u>2,651,875</u></u> | <u><u>5,698,656</u></u> | <u><u>(218,295)</u></u> | <u><u>(290,494)</u></u> |

**Granby Board of Education
 FY 2019-2020
 Statement of Accounts
 for the period ending January 31, 2020**

| I. Revenue | FY 2019-2020 Budget | Currently Anticipated | Received To Date | Full Year Forecast January 2020 |
|--------------------------------------|--------------------------------|----------------------------------|-----------------------------|--|
| Reg. Tuition from other Towns | 494,560 | 533,136 | 258,980 | 38,576 |
| SPED Tuition from other Towns | 389,724 | 411,174 | 10,986 | 21,450 |
| SDE Excess Cost Reimbursement | 487,666 | 417,589 | 0 | (70,077) |
| Rental Fees | 16,157 | 16,157 | 9,895 | 0 |
| Pay for Participation | 54,615 | 54,615 | 21,950 | 0 |
| Sub Total | <u>1,442,722</u> | <u>1,432,671</u> | <u>301,811</u> | <u>(10,051)</u> |

Regular Board of Education Meeting – Approved Minutes
February 5, 2020, 7:00 p.m.
Senior Center

Present Board Members: Mark Fiorentino, Lynn Guelzow, Melissa Migliaccio, Sarah Thrall, Rosemarie Weber, and Brandon Webster and Dwaritha Ramesh (Student Representative).

Absent Board Members: Jenny Emery and Jack DeGray (Student Representative)

Melissa Migliaccio called the meeting to order at 7:00 p.m.

I. Administrative Reports

I.A. Superintendent's Announcements

- Thank you to all the high school girls and parents for coming to the meeting this evening as well as the media.
- The middle school held a successful STEAM Day this past Friday with over a dozen community vendors sharing their work.
- Wells Road will have their 3rd and 4th grade chorus and 4th grade band concerts on Thursday at 7 p.m. The 5th Grade chorus and band concerts were last week and they were fantastic!
- Test results came in last week and Granby scored tremendously well.
- Visited Granby High School yesterday and watched the Unified Sports team in action.
- Had a great day with the Granby women seniors today.
- The Board of Finance will meet on Monday, February 10th and will finalize the budget guideline.
- Will meet with the Department of Administrative Services on Tuesday, February 11th for the ongoing building projects.
- Pre-Kindergarten applications are begin accepted.
- Kindergarten registration is officially open. An on-line registration is available this year.
- A Mid-Year New Teacher Celebration will be held next Thursday at Abigail's 3:30-5:30 p.m. Board members are welcome to attend.
- There is no school on February 17th and 18th for a short February break.
- A Superintendent's Community Conversation will be held on February 19th from 8:30-9:30 a.m. at Central Services.
- The next Board Meeting will be held on February 19th. State Legislators will be in attendance.

I.B. Girls' Field Hockey and Soccer Championship Teams

Melissa Migliaccio stated Granby is celebrating two women's state sports championships in one season. Granby's student athletes are musicians, NHS members, mathematicians and all-around great kids. She congratulated the teams and thanked them for what they have brought to the town. Mark Fiorentino stated he has had the privilege of coaching some of the girls here tonight in other sports and their work goes way beyond what they have done on the athletic fields. Rosemarie Weber stated the teams make the Board proud on how they display themselves on and off the field. Thank you for being great role models. Championship jackets were awarded to each player.

I.C. Student Representative Reports

- This week is National School Counselors' Appreciation Week. Thank you to all of our Guidance Counselors.
- A Food for Thought program is being run by Student Council. Various snacks are available for all students and donations are accepted to keep the program going.
- 8th Grade Parents' Night was held last night for incoming Freshmen and their families.
- A successful Job Shadow Day was held on Monday. Several students participated.
- A Robotics bake sale will be held on Sunday, February 9th from 10-2 outside Geissler's.

- Cub Scouts will be visiting the high school on February 10th for a short demonstration by the Granby Grunts.
- Singing valentines will be sold by Chorus this week and will be performed on February 11th.
- French Honor Society will sing at Meadowbrook after school on February 11th.
- French students depart on their trip to Quebec on 2/13 and return on 2/16.
- On February 25th there will be a dinner for first responders hosted by NHS.
- There will be a Winter Coffeehouse on Saturday, February 22nd at 7 p.m. in the High School Commons. Great bands will perform. It is a fun night.

I.D. Teaching and Learning

Ms. Julie Groene, Director of Guidance and High School Assistant Principal, provided a school counseling update for the Board. Ms. Groene stated the report looks into the program and is an overview of where things are and where the department will be moving forward. She outlined the current staffing levels at the middle school and the high school and stated ASCA guidelines are not-to-exceed 250 students per counselor. The Guidance Department recently welcomed Ms. Mara Henze as the College and Career Center (CCC) Assistant and also mentioned Mr. Stanwood CTE Coordinator who collaborates with Ms. Henze. Ms. Groene informed the Board of the three domains of school counseling: 1) Personal/Social; 2) Academic; and, 3) College/Career. She reviewed “guaranteed points of contacts for Grades 6-12” and in the middle school, for 6th grade students, there are small group meetings with counselors as well as classroom lessons throughout the year for 6th, 7th and 8th grade and individual high school transition meetings for 8th grade students. During the high school years, there are individual course registration meetings for Grades 9-12; Wellness classes for Grades 9 and 10; and, junior planning. Other contacts are individual meetings with students of concern who are identified through developmental guidance lessons; student-generated meeting requests; and individual appointments referred by staff/administration/peers/parents. Ms. Groene spoke about academic assistance at the middle school and high school, such as, student intervention team; homework club and peer tutoring. She explained to the Board that personal/social support ties in to academic support and how there is a lot of anxiety for students to get good grades. With regard to the CCC and future directions, the Guidance Department will work to ensure increased systemic use of the CCC throughout Grades 9-12 for college planning as well as collaborating with the CTE Coordinator to increase internships and job shadow experiences. Ms. Groene shared a strategic success plan for school counseling to include a strategic improvement plan for the department; increased integration of Naviance at the middle school; and, a pilot workshop model for the CCC in 2020-2021. Ms. Groene thanked Christopher Tranberg for allocating time for curriculum revision for the Department this summer. The Board asked questions regarding current caseload, the balance of personal/social issues with academic and career issues, Job Shadow Day, and CTE programming.

II. Public Comment

Susan Patricelli Regan, Granby. Susan and her husband Bill Regan started a 501(c)3 Family Foundation, the Sylvia Davis Patricelli Fine Arts Scholarship in memory of her mother, a very famous artist. She stated it is an award given to a graduating senior pursuing a major in fine arts. She and her husband Bill have always been supportive of the Board of Education, a very talented, professional, capable dedicated group of people.

III. Consent Agenda

III.A. Minutes

A motion was made by Mark Fiorentino and seconded by Sarah Thrall to adopt the consent agenda. This motion passed at 8:13 p.m. with one abstention (Brandon Webster).

IV. Old Business

IV.A. Second Reading of Revised Policy 4131 - Staff Development

The Curriculum/Policy/Technology/Communications Subcommittee recommends draft Policy 4131, Staff Development, to the Board for a second reading. Sarah Thrall stated she has not received any comments. This policy will go to the Board for a third and final reading at the next meeting.

V. New Business

V.A. FY21 Quality & Diversity Budget

Dr. Jordan Grossman, Superintendent, presented the FY21 Quality & Diversity (Q&D) Budget to the Board and stated he is looking forward to working with the Board of Finance (BOF) on Monday to find out the budget guideline and he is confident that the Superintendent's Budget will come within this guideline. Dr. Grossman stated the Q&D fund helps the Board to meet the requirements for students to interact with students and teachers from diverse racial, ethnic and economic backgrounds. Granby Public Schools has been a part of the Open Choice for over 40 years. Funds are deposited into a revolving account managed by the BOF. The District receives \$12,500 for every student in Kindergarten if the District meets the 4% threshold and gets an additional \$8K per student. Granby has fulfilled those requirements for the past several years. Dr. Grossman stated the Open Choice Academic and Social Support Grant is not part of the Q&D Budget and Granby will receive approximately \$87K for the 2020-21 school year. The Q&D Budget includes magnet and vocational school tuition; summer enrichment academy; clubs (Robotics and DECA) and club stipends; enrichment programs (Bridges/Homework Club); UConn Gifted and Talented Program; and the Granby Equity Team. The District is slated to receive the bonus money again next year projecting 88 students with a 4.71% participation rate. The enrollment for magnet/vocational schools was reviewed and it was noted the trend for an increase in vocational/agricultural and a decrease in magnet school tuition. Brandon Webster inquired how many Open Choice students participate in clubs. Mr. Christopher Tranberg stated 100% of elementary students, 80% of middle school students and mid-70% for high school students participate.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

VI.A.1. Curriculum/Policy/Technology/Communication

Sarah Thrall reported this Subcommittee met this evening to discuss the school counseling presentation; school garden - teachers are incorporating into the curriculum; mid-year meeting for new teachers; 2020/21 Panorama Survey to be sent out in March; Policy 5114; Internal Review Board for AP Capstone - parents are notified of surveys; approved new text for French; undergoing review of on-line vocabulary software.

VI.A.2. Finance/Personnel/Facilities

This Subcommittee did not meet.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

Mark Fiorentino reported CREC has not met and that he will miss the next meeting on February 20th.

VI.B.2. Granby Education Foundation

The Granby Education Foundation has not met since the last meeting.

VI.C. Calendar of Events

Melissa Migliaccio stated please attend any of the events listed if you can. The budget will be presented on March 4th. Linda Powell will send a refresher e-mail for budget dates. Mark Fiorentino will run the meeting on March 4th due to Melissa Migliaccio's absence.

VI.D. Board Member Announcements

Mark Fiorentino stated he will be out of town for the next meeting and will let Linda know if he can call in.

VI.E. Action Items

There were no action items to report.

VII. Executive Session/Non-Meeting

A motion was made by Sarah Thrall and seconded by Rosemarie Weber to enter into an Executive Session to discuss a personnel matter. This motion passed unanimously at 8:37 p.m.

The Executive Session adjourned at approximately 9:00 p.m.

Respectfully submitted,

Rosemarie Weber
Board Secretary

Personnel — Certified

Staff Development

Staff development, herein referred to as professional development, is viewed by the Granby Board of Education (Board) as a continuous systematic effort to improve educational practices in the school district through (1) educator (certified teachers and administrators) involvement in organized program planning, implementation and evaluation efforts, and (2) activities to upgrade the skills, knowledge and ability of educators to improve student learning. We believe that building the capacity of educators to deliver high quality instruction leads to high levels of student achievement. As a Professional Learning Community, our professional development activities support three main ideas: 1) Ensuring that all students learn; 2) Fostering a culture of collaboration and embedded professional learning; and, 3) Focusing on results.

Each educator, shall annually participate in a program of professional development, of not fewer than eighteen hours in length, of which a preponderance is in a small group or individual instructional setting. The professional development program shall:

1. be a comprehensive, sustained and intensive approach to improving teacher and administrator effectiveness in increasing student knowledge and achievement;
2. focus on refining and improving various effective teaching methods that are shared between and among educators;
3. foster collective responsibility for improved student performance;
4. be comprised of professional learning that is aligned with state and local student academic achievement standards, conducted at the school among educators and facilitated by principals, coaches, mentors and other appropriate teachers, occurs frequently on an individual basis or among groups of teachers and includes a repository of best practices for teaching methods developed by educators within each school; and
5. include training in culturally responsive pedagogy and practice.

Professional development experiences (workshops, embedded professional development, on-line learning, etc.), made available by the Board shall be guided by activities designed to:

1. improve the integration of reading instruction, literacy and numeracy enhancement and cultural awareness into instructional practice;
2. include strategies to improve English language learner instruction into instructional practice,
3. improve educator practice based on general results and findings from educator evaluations reported by the Superintendent or his/her designee;
4. be comprehensive, sustained, and intensive enough to improve educator effectiveness in raising student performance;
5. be aligned with state and local student academic achievement standards; and,
6. foster collective responsibility for improved student performance.

Personnel -- Certified

Staff Development (Cont'd)

In order to determine its professional development program, the Board (through its curriculum subcommittee), seeks the advice and assistance of educators and establishes, through the Superintendent, a professional development and evaluation committee, consisting of educators, including representatives of the exclusive bargaining representative for such educators, and other school personnel the Board deems appropriate. The duties of the committee shall include, but are not limited to, participation in the development of a teacher evaluation and support program for the District and the development, evaluation and annual updating of a comprehensive local professional development plan. Such plan shall (1) be directly related to the educational goals proposed by the Board (2) be developed in full consideration of the priorities and needs related to student outcomes as determined by the State Board of Education, and (3) provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the Board's educators. This professional development plan shall include personnel management and evaluation training or experiences for administrators and support to regular and special student needs. It may include provisions concerning career incentives and parent involvement.

Special effort shall be made to prepare teachers and other school personnel to meet the needs of students of diverse cultural and ethnic backgrounds. Planning and implementation of such programs shall be done cooperatively by administration, teachers and parent advisory groups.

Staff development activities should respond directly to the educational needs of the student body, including, (a) content subject areas (ex: Language Arts, math, etc.) (b) methodological areas (ex. motivation, teaching techniques, use of technology in the classroom) and (c) affective areas (ex. interpersonal relations of students and faculty, student growth and development) the in-service program shall fulfill all applicable statutory requirements.

The Board will allow any paraprofessional or noncertified employee of the District to participate, on a voluntary basis, in any in-service training program provided to certified staff on those topics in Section A, 1-10 and Section B of Connecticut General Statutes 10-220a.

The District, will participate in compliance audits of the professional development program, as required and conducted by the State Department of Education.

Personnel -- Certified

Staff Development (Cont'd)

The Superintendent, or his/her designee, is to report annually to the Board on the professional development program and its effect with recommendations for changes as needed.

Professional Development Pertaining to Teacher Evaluation and Support Program

The Board shall provide regular training for all evaluators and required orientation to all certified District employees relating to the provisions of such teacher evaluation and support program. Training shall include instruction to evaluators in how to conduct proper performance evaluations prior to the use of any new evaluation and support program. Orientation shall be completed by all certified personnel, below the rank of Superintendent, before the certified employee receives an evaluation under the teacher evaluation and support program by their evaluator.

(cf. 4115 - Evaluation)

Legal Reference: Connecticut General Statutes
10-27 Exchange of professional personnel and students.
10-220a In-service training. (amended by PA 04-227, PA 08-160, June 19
Special Session, Public Act 09-1 and PA 10-91 and PA 12-116, PA 13-145, PA
15-215, PA 17-37 and PA 19-100) 10-153b Selection of teachers'
representatives.
10-226f Coordinator of intergroup relations.
10-226g Intergroup relations training for teachers.
10-145b Teaching certificates (as amended by PA 01-173)
10-148a Professional development (as amended by PA 17-37 and PA 19-100)
10-151(b) Employment of teachers. Definitions. Tenure
PA 17-37 An Act Implementing the Recommendations of the Task Force on
Professional Development and In-service Training Requirements for Educations

Policy Adopted by BOE: May 21, 2014

Policy Revised:

GRANBY PUBLIC SCHOOLS

Granby, Connecticut

Connecticut General Statutes 10-220a - In-service Training

A. Required In-service Offerings for Certified Personnel

1. Nature and the relationships of drugs and alcohol to health and personality development and procedures for discouraging their abuse.
2. Health and mental health risk reduction education including, but not limited to, the prevention of risk-taking behavior by children and the relationship of such behavior to substance abuse, pregnancy, sexually transmitted diseases (including HIV-infection and AIDS), violence, teen dating, domestic violence, child abuse, and youth suicide.
3. Growth and development of exceptional children, including handicapped and gifted and talented children including, but not limited to, children with attention deficit hyperactivity disorder or learning disabilities who may require special education, and methods for identifying, planning and working effectively with special needs children in a regular classroom, including, but not limited to, implementation of student individualized education programs.
4. School violence prevention and conflict resolution and the prevention of and response to youth suicide.
5. Identification and prevention of bullying and response to bullying, as defined in 10-222d, subsection (a) as amended. (Boards that implement an evidence-based model approach approved by the SDE are not required to provide in-service training on prevention of bullying.)
6. Cardiopulmonary resuscitation and other emergency lifesaving procedures.
7. Computer and other information technology as applied to student learning and classroom instruction, communications and data management.
8. Teaching of the language arts, reading and reading readiness for teachers in grades kindergarten to three, inclusive.
9. Second language acquisition in districts required to provide a program of bilingual education pursuant to C.G.S. 10-17f.
10. Requirements and obligations of a mandated reporter regarding reporting of child abuse and neglect.
11. Training in the evaluation of teachers for superintendents and those employees employed in positions requiring an intermediate administrator or supervisory certificate whose duties equal at least 50% of the assigned time (15 hours every 5 years).
12. Training in the teacher evaluation and support program adopted pursuant to subsection (b) of Connecticut General Statute 10-151b, as amended.
13. Certified staff with an endorsement in special education, holding a position requiring such endorsement shall have at least ten hours of training every five years in the implementation of student individualized education programs (IEPs) and the communication of IEP procedures to parents/guardians of students who require special education or related services.

Connecticut General Statutes 10-220a - In-service Training

B. Optional In-Service Topics for Certified Personnel

- Holocaust and genocide education and awareness
- African-American History
- Puerto Rican History
- Native American History
- Personal Financial Management
- The historical events surrounding the Great Famine in Ireland
- Domestic violence and teen dating violence
- Mental health first aid training

An excerpt of policy due to minimal changes.

**Policy
5114 (a)**

Students

Discipline: Suspension/Expulsion

All school district employees share responsibility for supervising the behavior of students to help them meet standards of conduct established by the Board of Education or the school administration. In working with the students, emphasis shall be placed upon developing effective self-discipline as the most effective disciplinary approach.

I. Definitions

- A. **Emergency** means a situation in which the continued presence of the student in school or school sponsored activities poses such a danger to persons or property or such a disruption of the educational process that a hearing may be delayed until a time as soon after the exclusion of such student as possible.
- B. **Exclusion** means any denial of public school privileges to a student for disciplinary purposes.
- C. **Expulsion** means the exclusion of a student from school privileges for more than ten (10) consecutive school days, but not in excess of the number of days in one school year. An expulsion may extend to the school year following the school year in which the expulsion was imposed, but may not exceed one calendar year. To be expelled, the student's conduct must be found to be both in violation of a Board policy and either seriously disruptive of the educational process or endangering persons or property.
- D. **In-School Suspension** means an exclusion from regular classroom activity for no more than **ten (10)** consecutive school days, but not exclusion from school, provided such exclusion shall not extend beyond the end of the school year in which such in-school suspension was imposed. No student shall be placed on in-school suspension more than fifteen (15) times or a total of fifty (50) days in one (1) school year, whichever results in fewer days of exclusion.
- E. **Removal** is the exclusion of a student for a class period of ninety (90) minutes or less. The reassignment of a student from one regular education classroom program in the district to another regular education classroom program in the district shall not constitute a suspension or expulsion.
- F. **School Days** shall mean days when school is in session for students.
- G. **School-Sponsored Activity** means any activity sponsored, recognized or authorized by the Board and includes activities conducted on or off school property.
- H. **Seriously Disruptive of the Educational Process**, as applied to off-campus conduct, means any conduct that markedly interrupts or severely impedes the day-to-day operation of a school.

**EDUCATIONAL SPECIFICATIONS
for Granby Memorial Middle School
LOW-SLOPE ROOF REPLACEMENT
Roof Sections R1, R2, R3 & R8**

Project Rationale

The roof area indicated for replacement via this project is 28 years old and has met its life expectancy. It is original to the building construction, completed in 1992. The roof area included in this project (Sections R1, R2, R3, & R8 as indicated on the attached Roof Key Plan) comprises 14,243 square feet. The roof has exceeded its original warranty. Water intrusion in the spaces beneath these roofs can be attributed to leaks in the associated roof and/or associated flashing. Maintenance and repairs have occurred to prevent further leakage, but extensive damage could be caused if the roof is not replaced and new flashings installed.

Long-Range Plan

The long-range plan for Large Capital Improvements, as established by the Board of Education of the Granby Public Schools and provided to the Capital Program Priorities advisory Committee for the Town of Granby, calls for the provision of a safe and appropriate learning environment. In order to comply with this aspect of the plan, it is necessary to replace this portion of the Granby Memorial Middle School roof. We have developed a multi-phase, multi-school schedule for enacting the elements of the Large Capital Improvements plan, upon which a town referendum has authorized, in part, replacement of a portion of the existing middle school roof, which provides us with current detailed information to guide us in implementing our long-range plan. The Granby Board of Education plans to utilize the Granby Memorial Middle School site for the foreseeable future.

The Project

The Granby Board of Education proposes the following components of its roof replacement project:

- Architectural drawings and bid specifications
- Test for any hazardous roofing and flashing materials
- Remove all roofing materials down to the deck and dispose of hazardous materials, if present, in an appropriate manner
- Inspect roof deck and replace problem areas as appropriate
- Install new roofing system and flashings at adjacent vertical walls

EDUCATIONAL SPECIFICATIONS
for Granby Memorial Middle School
LOW-SLOPE ROOF REPLACEMENT
Roof Sections R1, R2, R3 & R8

- Install new insulation as required to meet current State of Connecticut building code for above-deck roof insulation
- Install new metal cap coping at parapet walls
- Provide positive drainage (min. 1/4" per 1'-0" slope) to existing roof drain locations; provide tapered insulation crickets at low points and at existing roof top equipment as required
- Replace flashings at existing rooftop equipment, roof curbs, access hatch, and other miscellaneous roof penetrations
- Replace roof access ladders
- New roof walkway pads from adjacent roof hatch to roof top equipment and to and from roof access ladders
- New through-wall roof scuppers in lieu of secondary roof drains to notify of roof drain failure

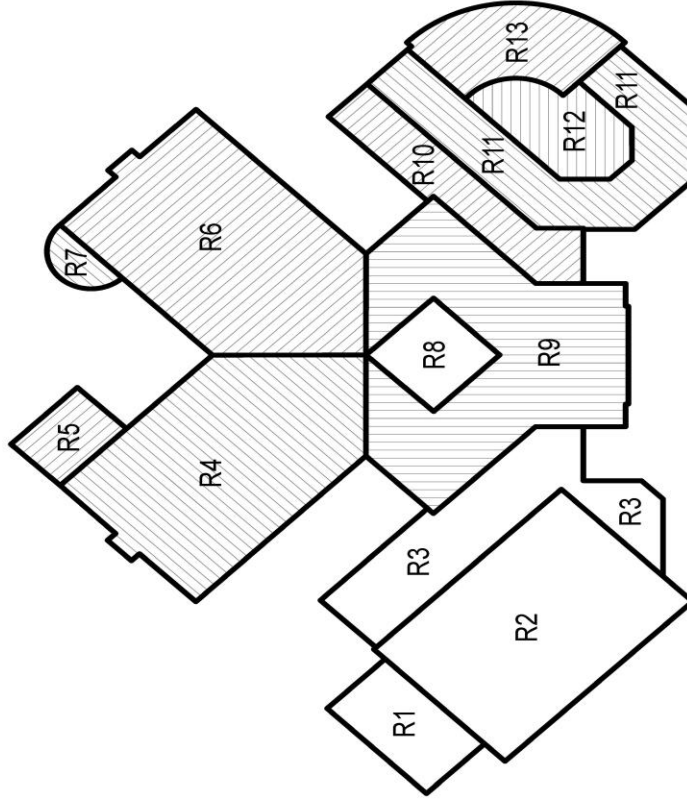
Current Space: The space underneath the roof to be replaced includes areas such as the Gymnasium, adjacent Auxiliary Gymnasium (Fitness Room) and supporting locker rooms, storage, corridor & Gym lobby, toilet rooms, as well as a staircase and adjacent corridors.



Building Systems

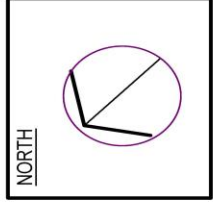
The existing building construction is steel-frame with metal decking. The metal deck at the Gymnasium and Auxiliary Gymnasium is an acoustic metal deck and is exposed to the spaces below. The top chord of the roof joists are sloped, as is the corresponding metal deck, providing and/or exceeding the required roof pitch. The lockers rooms, toilet rooms and corridors have a level roof structure (no slope) and will require tapered insulation to achieve the required roof pitch. Acoustical ceiling tiles may be replaced in areas as needed.

The proposed roof system is a single ply membrane: white, 90-mil EPDM roof with a 30-year warranty.

| ROOF AREA DESIGNATION | SQ. FT. | PITCH | EXISTING ROOF ON EXISTING BUILDING | NEW ROOF ON EXISTING BUILDING | NEW ROOF ON NEW ADDITION | TYPE OF ROOFING | ORIGINAL CONSTRUCTION DATE | DATE OF LAST REPAIR/REPLACEMENT | PROGRAMMATIC AREA BELOW ROOF |
|-----------------------|---------|--------------|------------------------------------|-------------------------------|--------------------------|----------------------------|----------------------------|---------------------------------|------------------------------|
| R1 | 1,665 | 1/4":1'-0" | | X | | Single Ply Membrane (EPDM) | 1992 | | Auxiliary Gym |
| R2 | 7,095 | 1/4":1'-0" | | X | | Single Ply Membrane (EPDM) | 1992 | | Gymnasium |
| R3 | 4,203 | 1/4":1'-0" | | X | | Single Ply Membrane (EPDM) | 1992 | | Locker Rooms, Entry |
| R4 | 7,698 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | Classrooms |
| R5 | 937 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | Science Room |
| R6 | 7,680 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | Classrooms |
| R7 | 438 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | ART Room |
| R8 | 1,280 | 1/4":3'-0" | | X | | Single Ply Membrane (EPDM) | 1992 | | Open Stair & Toilet Rooms |
| R9 | 7,878 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | Offices, Media Center |
| R10 | 2,356 | 1/4":3'-0" | X | | | Single Ply Membrane (EPDM) | 1992 | 2019 | Kitchen, Entry |
| R11 | 4,254 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | Kitchen, Music Rooms |
| R12 | 1,809 | 1/4":3'-0" | X | | | Single Ply Membrane (EPDM) | 1992 | 2019 | Cafeteria, Music Rooms |
| R13 | 2,279 | 5 1/4":3'-0" | X | | | Standing Seam Metal Roof | 1992 | 2019 | Cafeteria |
| TOTAL | 49,572 | | | | | | | | |



 ALL HATCHED AREAS SHOWN ARE "NOT IN CONTRACT"
 CLEAR AREAS SHOWN ARE IN SCOPE OF WORK



1
RKP-1
ROOF KEY PLAN
 SCALE: 1" = 50'



NCA
 NORTH EAST
 COLLABORATIVE
 ARCHITECTS
 Office Street Office Town, CT
 06038
 P. 860.000.0000

GRANBY MEMORIAL MIDDLE SCHOOL
LOW-SLOPE ROOF REPLACEMENT
 Granby Public Schools
 15-B North Granby Road
 Granby, CT 06035
ROOF KEY PLAN

DATE: 2-11-2020
 SCALE: AS SHOWN
 JOB #: 20010
 DWG #: **RKP-1**
© 2019 NORTHEAST COLLABORATIVE
2/220, 11:19 AM

**Curriculum Subcommittee Meeting
February 5, 2020, 5:30 p.m.
Central Services**

Present:

Sarah Thrall Jordan Grossman
Rosemarie Weber Christopher Tranberg
Brandon Webster

Absent:

Melissa Migliaccio

Member of the Public: N/A

Meeting commenced at: 5:39 p.m.

Meeting adjourned at: 6:27 p.m.

1. Public Comment: N/A

2. Assistant Superintendent's Monthly Report: Curriculum development – working with Wellness/PE for high school to accommodate high school reform; preview of Guidance presentation to BOE; discussed GMMS gardens and potential plans; GEA mid-year meeting at mid-year celebration on 2/13; Connecticut Center for School Change worked with administrators with focus on equitable instructional practices; Panorama survey coming out March 19th.

3. Revised Policy 5114 – Student Discipline: The revision to this policy addresses calendar year meet criteria. A motion was made by Rosemarie Weber and seconded by Brandon Webster to move this policy on to the full Board.

4. School Counseling Update: Reviewed upcoming presentation on School counseling.

5. Internal Review Board for AP Capstone: Addressing students filling out surveys for AP Capstone and process for parent notification.

6. New Text Approvals:

- Comprehensive Vocabulary Program 4-12+ (English 9-12, AP12): Tabled for March meeting.
- Bien Dit 3 (French 4H): This text was approved.

7. Other: N/A

Action Items: 1) Add Policy 5122 – Classroom Placement; 2) Find a resource for Naviance tutorial/review; and, 3) All to review vocabulary program.



UPCOMING DISTRICT EVENTS

| | | | |
|-------------|---|--|--|
| February 17 | No School - Presidents' Day | | Offices Closed |
| February 18 | No School - February Break | | |
| February 19 | Superintendent's Community Conversation | 8:30-9:30 a.m. | Central Services |
| February 19 | Finance Subcommittee Meeting Board of Education Meeting | 5:30 p.m. 7:00 p.m. | Central Services Town Hall Meeting Room |
| February 22 | Winter Coffeehouse | 7:00 p.m. | HS Commons |
| February 25 | NHS First Responder Dinner | 6:00 p.m. | HS Commons |
| February 25 | MS Drama Play, <i>Alice in Wonderland</i> | 6:30 p.m. | MS Cafeteria |
| March 2 | HS PAC Meeting | 6:30 p.m. | HS Media Center |
| March 4 | Curriculum Subcommittee Meeting Board of Education Meeting | 5:30 p.m. 7:00 p.m. | Central Services Town Hall Meeting Room |
| March 6 | Crepe Soiree | 6:00-9:00 p.m. | HS Commons |
| March 9 | PTO Meeting | 6:30-7:30 p.m. | Wells Road Media Center |
| March 11 | MS PAC Meeting | 6:00-6:45 p.m. | MS Media Center |
| March 11 | BOE Budget Workshop | 7:00 p.m. | Central Services |
| March 13-15 | HS Spring Musical: <i>Mama Mia!</i> | Fri. 7:00 p.m. Sat. 7:00 p.m. Sun. 2:00 p.m. | HS Auditorium |
| March 18 | Finance Subcommittee Meeting Board of Education Meeting | 5:30 p.m. 7:00 p.m. | Central Services Town Hall Meeting Room |
| March 20 | MS Luau Dance | | MS Gymnasium |
| March 23 | Early Release – All Schools (Conferences) <i>Evening Conferences at Kelly Lane</i> | | |
| March 24-25 | Early Release - Elementary Only <i>Evening Conferences at Wells Road</i> | 5-7 p.m. | |
| March 25 | BOE Budget Workshop (if necessary) | 7:00 p.m. | Central Services |
| March 26 | Early Release – All Schools (Prof. Dev.) | | |
| March 27 | HS Dance | 7-10:00 p.m. | HS Community Gym |
| March 30 | Three-Board Meeting | 7:00 p.m. | Senior Center |