

**Regular Board of Education Meeting  
Wednesday, March 17, 2021 7:00 PM**

**High School Auditorium\* \*Attendees must wear face masks and practice social distancing. This meeting is also available via Zoom. Details can be found on the agenda on the Granby Public Schools' website**

**I. Administrative Reports**

**A. Chairman's Corner (5 min.)**

**Rationale:** Ms. Sarah Thrall, Board Chair, will share opening remarks.

**B. Superintendent's Announcements (5 min.)**

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

**C. Assistant Superintendent's Report (5 min.)**

**Rationale:** Ms. Jennifer Parsons, Assistant Superintendent, will provide updates from the Assistant Superintendent's office.

**D. Student Representative Reports (5 min.)**

**Rationale:** Mr. Jack DeGray and Mr. Jacob Scotto, Student Representatives, will report on activities taking place at the high school.

**E. Schools in the Spotlight (15 min.)**

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Wells in the Spotlight - Brain Talk

4

**Rationale:** Dr. Heidi MacDonald, School Psychologist at Wells Road Intermediate School, and some students will share a piloted program, Brain Talk, with the Board. Brain Talk is designed to teach students about their brains and how to use executive function capabilities to respond mindfully rather than react impulsively.

**F. School Improvement Plan Update: Wells Road Intermediate School (10 min.)**

**Goals:** *Professional Learning: Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities., 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., 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., Safety and Social Emotional Well-Being: Foster a safe and positive social emotional environment for everyone.*

**Attachments:**

Wells Road SIP Update

16

**Rationale:** Ms. Pauline Greer, Principal of Wells Road Intermediate School, will present an update on her 2020-2021 School Improvement Plan.

**G. Business Manager's Report (5 min.)**

**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., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

February 2021 Statement of Accounts

20

**Rationale:** Ms. Anna Robbins, Business Manager, will present the February 2021 Statement of Accounts.

## **II. Public Comment**

**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**

**Attachments:**

Approved Minutes 3-3-21	26
Approved Budget Workshop Minutes 3-10-21	30

**Rationale:** The Board will approve/amend the minutes of the March 3, 2021 Board of Education meeting and March 10, 2021 Budget Workshop.

## **IV. Old Business**

### **A. FY22 Board of Education Budget Approval (10 min.)**

**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., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

FY22 Administrative Budget Book	32
---------------------------------	----

**Rationale:** The Board will discuss and consider the approval of the FY22 Board of Education Budget.

### **B. Rain Date(s) for High School Graduation (5 min.)**

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Rationale:** The Board will discuss setting rain date(s) for high school graduation should it get rained out on June 11, 2021. The Superintendent will propose Saturday, June 12, 2021, Sunday, June 13, 2021 and Monday, June 14, 2021 for rain dates.

## **V. New Business**

### **A. Granby/Hartland Designated High School Agreement (5 min.)**

**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., Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Granby Hartland Agreement - March 2021	80
--	----

**Rationale:** The Board will discuss the renewal and approval of a current 5-year Agreement with the Hartland Board of Education for Granby Memorial High School to continue as the designated high school for Hartland students.

### **B. First Reading of Revised Policy 4118.231/4218.231 - Drug, Alcohol and Tobacco - Personnel (5 min.)**

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Draft Policy 4118.231 4218.231 - Alcohol, Drugs and Tobacco - Personnel 82

**Rationale:** The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 4118.231/4218/231, Drug, Alcohol and Tobacco for Personnel, to the Board for a first reading.

**C. First Reading of Revised Policy 5135.5 - Drug and Alcohol Use - Students (5 min.)**

**Goals:** *Community Engagement: Enhance communication and build trusting relationships with all stakeholders.*

**Attachments:**

Draft Policy 5131.6 - Alcohol Use, Drugs and Tobacco - Students 84

**Rationale:** The Curriculum/Policy/Technology/Communications Subcommittee recommends revised Policy 5135.5, Drug and Alcohol Use for Students, to the Board for a first reading.

**VI. Miscellaneous (20 min.)**

**A. Board Standing Committee Reports**

**1. Curriculum/Policy/Technology/Communication**

**Attachments:**

Curriculum SC Minutes 3-3-21 94

**2. Finance/Personnel/Facilities**

**B. Other Board-Related Reports**

**1. CREC/CABE**

**2. Granby Education Foundation**

**C. Calendar of Events**

**Attachments:**

Calendar of Events 95

**D. Board Member Announcements**

**E. Action Items**

**VII. Executive Session/Non-Meeting**

# Social-Emotional Learning at Wells Road

ALL STUDENTS (358) - Tier 1 - Second Step Curriculum and Minute Meetings

57 students currently receiving Tier 2 or Tier 3 social-emotional support

- IEP, 504 Accommodation Plan, referred by SRBI team

Individual or group

Targeting: social skills, coping strategies, executive functioning/school skills

# ZONES of Regulation

## Tap Out!

Which ZONE are you in now?

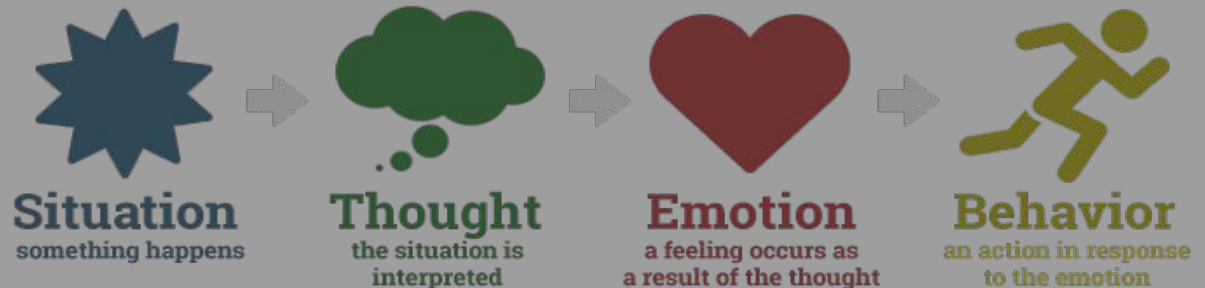
Blue	Green	Yellow	Red
			
Sick Sad Tired Bored Moving Slowly	Happy Calm Good to go Focused Ready to learn	Frustrated Worried Silly/Wiggly Anxious Excited	Mad/Angry Mean Yelling/Hitting Out of control I need time and space

# Brain Talk - explaining it to the adults

- Research supported
- Metacognition - thinking about your thinking and emotional state well enough to figure out what is going on internally
- Self-regulation - regulation of your thought/attention, emotional responses, actions, and motivation in order to behave in an expected way for the given situation. Inherently tied to executive functioning.
- Explaining to children how their brains work

# What this looks like in explaining it to kids...

- Your brain controls your thoughts, feelings, behaviors
- Thoughts - can be automatic
- Triggers
- 2 types of feelings - gentle and strong
- Doer vs. Decider



# The AMYGDALA - The brain's alarm system

- The amygdala is REALLY helpful in keeping us safe. It helps our body react quickly to get us out of harm's way - Caveman days



BUT, that's not what's going in school

So, most of the time when the amygdala is triggered in school, it's a FALSE ALARM

---

---

# When you are having strong feelings, what is your go-to reaction?

Fight



Flight



Freeze



# The basal structures of the brain

Pleasure and reward circuit of the brain

Opportunity seeking

Explain it to kids - this portion of the brain is always looking for something  
AWESOME!

...but it doesn't consider the consequences :(

# Dr. Mac's AWESOME things



# How AWESOME is it?

Super Awesome --->

Really Awesome --->

Kind of Awesome --->

Not Awesome --->

The higher up on your “awesome” scale something is, the harder it is to resist it...even when the time is not right



We can anticipate these. They often have a pattern.

Brains that are low in dopamine are more likely to react impulsively to *any* situation. Brains that are rich in dopamine are more likely triggered by truly AWESOME opportunities.

These are dopamine builders



1. Try something new.
2. Make a list of small tasks and complete them.
3. Listen to music you enjoy.
4. Exercise regularly.
5. Meditate and do yoga.
6. Eat a balanced diet with lots of protein
7. Get enough sleep
8. Get some sunlight every day
9. Drink enough water

\_\_\_\_\_ Argh...think of New England winters...

This is called the  
IMPULSE AISLE  
in a grocery store for  
a reason --->



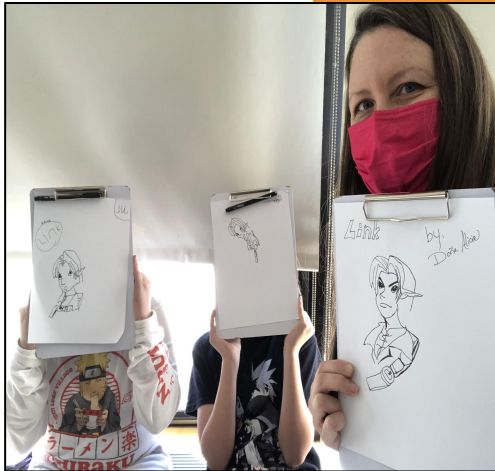
Any questions for the Brain Talk experts?

Meet 3 of my amazing students :)



# UPDATE Wells Road SIP

2020-2021



*Granby Board of Education  
March 17, 2021*

# Wells Road Intermediate School

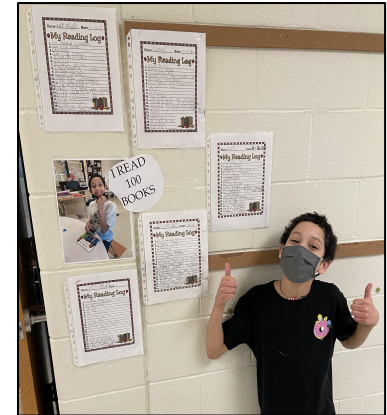
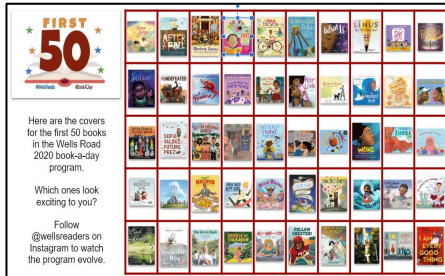


## Vision, Mission, and District Achievement Goal:

**Goal:** To enhance the school culture by focusing on building positive relationships for all students, staff and families and develop opportunities to create diverse experiences through literature.

- First 50 Books
- Teachers' College Readers Workshop mentor text and materials
- Schoolwide Second Step
- Buddy Classes (remote-to-campus partnerships)
- Schoolwide participation in the Great Kindness Challenge
- Read Across America theme-

*Reading is for Everyone/Create and Celebrate a Nation of Diverse Readers*



# Wells Road Intermediate School



## Student Achievement Goal:

**Goal:** By June 2021, at least **80%** of students will make an average growth (SGP- 40%ile+) as recorded by the STAR assessment (reading and math).



Grade	Reading SGP and High Proficiency %	Math SGP and High Proficiency %
3rd	<b>77</b> (91/118)	<b>76</b> (94/122)
4th	<b>86</b> (85/99)	<b>83</b> (82/99)
5th	<b>84</b> (92/109)	<b>70</b> (78/111)
Total	<b>82</b> (268/326)	<b>77</b> (254/332)

# Wells Road Intermediate School



## Instruction Goal:

**Goal:** Teachers will increase opportunities for students to engage and/or co-create real-world authentic projects (why) which incorporate clear standards (what). This will allow for students to take ownership for their learning and lead them to independently apply strategies.

- Opinion and gratitude letters
- 5th grade project regarding wearing masks (Matter unit)
- 4th grade Oxbow project (no technology)
- Student led fundraisers and kindness activities
  - December Giving
  - Cards of Caring
  - Toys for Tots
  - Purple Day
  - Wells Road Kindness Challenge
- Charting goals (math intervention)



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



Jennifer M. Parsons  
*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: March 17, 2021  
Re: February 2021 Statement of Accounts

The February 2021 statement of accounts reflects the receipt of grant funds. The Connecticut State Department of Education grants division has accepted the Granby Board of Education's application for reimbursement.

After receipt of grant funds, the general fund forecast is over-budget \$65K. This forecast is better than the previous month by \$9K. Special education is over-budget \$54K which is better than the previous month by \$85K and regular education has a negative forecast of \$11K and is worse than the previous month by \$79K. The fluctuation in special education is driven by adjustments to out-of-district tuition and transportation. Changes in the regular education forecast are due to adjustments to projections for custodial salaries as well as the cost for bus monitors. Previous months' forecasts were based on estimates used for pandemic-related grant applications. Although the district forecast is better than last month, there has been movement between categories based on actual expenses.

With four months remaining in the school year, the district will require all funds to be encumbered, where possible, by March 26, 2021. This practice allows the district to begin even more accurate forecasting for year-end.

The balance in the Quality & Diversity Fund is forecasted to be better than budgeted \$64K. Expenses are projected to be \$130K lower than budgeted. The reduction is due to restrictions resulting from the pandemic. Savings are realized in the summer school program and related expenses, staff turnover and reduction in after-school activities. Revenues are projected to be lower than budgeted \$66K due to lack of summer school revenue and a reduction in pre-school enrollment.

The overall projection for revenue to the town is unfavorable \$82K, which is better than last month by \$8K. Special education revenue from other towns continues with a positive forecast. The per pupil expense used to calculate regular education tuition from other towns has been updated to \$17,068 which factors into the increase in the amounts currently anticipated and thereby generating a positive forecast of \$17K. The Special Education Excess Cost Grant of \$408K has been received by the Town and will be adjusted to reflect changes that may occur through June 2021. Pay-for-participation fees have increased by \$5K reflecting enrollment in spring sports.

**Granby Board of Education**  
**FY 2020-2021**  
**Statement of Accounts**  
**for the period ended**  
**February 28, 2021**

<b>Description</b>	<b>Budget</b>	<b>Expended</b>	<b>Encumbered</b>	<b>Expended &amp; Encumbered</b>	<b>Balance</b>	<b>% Enc/Exp</b>	<b>February Forecast After Grants</b>	<b>Change from Last Month Forecast</b>
<b>Certified Salaries:</b>								
Administration	1,725,527	1,181,236	527,270	1,708,506	17,021	99.01%	4,443	0
Regular Education	10,843,343	5,831,256	4,755,544	10,586,799	256,544	97.63%	158,644	7,045
Special Education	1,817,977	1,084,949	786,639	1,871,588	(53,612)	102.95%	(70,279)	1,853
<b>Total</b>	<b>14,386,846</b>	<b>8,097,441</b>	<b>6,069,453</b>	<b>14,166,893</b>	<b>219,953</b>	<b>98.47%</b>	<b>92,807</b>	<b>8,898</b>
<b>Substitute/Tutor/Support Salaries</b>								
Substitutes	8,000	2,912	0	2,912	5,088	36.40%	2,000	2,000
Sped Support (Speech, O.T. & P.T.)	446,287	270,224	165,834	436,058	10,229	97.71%	10,229	1,409
Tech Support	243,417	163,855	79,622	243,477	(60)	100.02%	(59)	0
Tutors - Regular Education	36,329	15,333	8,414	23,747	12,581	65.37%	5,731	1,523
Tutors - Special Education	21,583	17,984	0	17,984	3,599	83.32%	(783)	1,096
<b>Total</b>	<b>755,616</b>	<b>470,307</b>	<b>253,870</b>	<b>724,178</b>	<b>31,438</b>	<b>95.84%</b>	<b>17,118</b>	<b>6,027</b>
<b>Teaching Assistant Salaries:</b>								
Regular Education TA	303,433	188,240	127,660	315,900	(12,467)	104.11%	(12,107)	8,755
Special Education TA	1,158,928	615,438	462,274	1,077,712	81,215	92.99%	79,234	(3,927)
<b>Total</b>	<b>1,462,361</b>	<b>803,677</b>	<b>589,935</b>	<b>1,393,612</b>	<b>68,749</b>	<b>95.30%</b>	<b>67,128</b>	<b>4,828</b>
School Secretaries' Salaries	638,886	403,403	231,156	634,559	4,327	99.32%	(2,083)	(256)
Central Office Salaries	556,894	367,452	196,461	563,913	(7,019)	101.26%	(9,023)	1,215
Custodial & Maintenance Salaries	1,319,033	1,020,697	517,652	1,538,349	(219,316)	116.63%	(192,288)	(49,928)
Bus Monitors	0	74,849	45,070	119,919	(119,919)		(69,444)	(39,483)
<b>Total Salaries</b>	<b>19,119,636</b>	<b>11,237,826</b>	<b>7,903,597</b>	<b>19,141,422</b>	<b>(21,787)</b>	<b>100.11%</b>	<b>(95,785)</b>	<b>(68,699)</b>
<b>Employee Benefits</b>	<b>5,296,197</b>	<b>3,617,114</b>	<b>1,711,937</b>	<b>5,329,051</b>	<b>(32,854)</b>	<b>100.62%</b>	<b>(36,295)</b>	<b>13,705</b>
<b>Total Salaries &amp; Employee Benefits</b>	<b>24,415,833</b>	<b>14,854,940</b>	<b>9,615,533</b>	<b>24,470,473</b>	<b>(54,640)</b>	<b>100.22%</b>	<b>(132,080)</b>	<b>(54,994)</b>

**Granby Board of Education**  
**FY 2020-2021**  
**Statement of Accounts**  
**for the period ended**  
**February 28, 2021**

<b>Description</b>	<b>Budget</b>	<b>Expended</b>	<b>Encumbered</b>	<b>Expended &amp; Encumbered</b>	<b>Balance</b>	<b>% Enc/Exp</b>	<b>February Forecast After Grants</b>	<b>Change from Last Month Forecast</b>
<b>Purchased Services:</b>								
Instructional Purchased Service	552,019	258,868	200,758	459,626	92,392	83.26%	(20,000)	(20,000)
Administration Purchased Service	439,293	265,893	191,585	457,478	(18,185)	104.14%	(14,512)	10,488
Maintenance Purchased Service	101,483	39,210	27,806	67,016	34,467	66.04%	0	0
<b>Total</b>	<b>1,092,794</b>	<b>563,971</b>	<b>420,149</b>	<b>984,120</b>	<b>108,674</b>	<b>90.06%</b>	<b>(34,512)</b>	<b>(9,512)</b>
Legal Services	55,000	28,439	26,561	55,000	0	100.00%	0	0
<b>Repairs &amp; Maintenance:</b>								
Instructional Repairs & Maintenance	74,599	50,239	4,511	54,750	19,849	73.39%	5,000	0
Administration Repairs & Maintenance	8,500	0	0	0	8,500	0.00%	4,000	0
Maintenance Repairs & Maintenance	434,698	308,522	79,951	388,473	46,225	89.37%	0	(12,256)
<b>Total</b>	<b>517,797</b>	<b>358,761</b>	<b>84,462</b>	<b>443,223</b>	<b>74,574</b>	<b>85.60%</b>	<b>9,000</b>	<b>(12,256)</b>
<b>Transportation:</b>								
Transportation Regular Education	907,393	456,918	449,800	906,718	674	99.93%	30,508	19,802
Transportation Special Education	704,616	160,288	430,920	591,208	113,408	83.90%	144,865	50,614
Transportation Vocational Tech	89,268	31,604	50,068	81,672	7,596	91.49%	10,818	0
<b>Total</b>	<b>1,701,276</b>	<b>648,810</b>	<b>930,788</b>	<b>1,579,598</b>	<b>121,678</b>	<b>92.85%</b>	<b>186,191</b>	<b>70,416</b>
Insurance Property & Liability	102,700	76,406	24,160	100,566	2,134	97.92%	0	0
Communications	91,781	57,960	17,943	75,903	15,878	82.70%	5,000	0
<b>Tuition:</b>								
Tuition Special Education	1,469,896	866,793	786,527	1,653,319	(183,424)	112.48%	(183,423)	34,094
Tuition Adult Education	11,967	10,016	0	10,016	1,951	83.70%	1,951	0
<b>Total</b>	<b>1,481,863</b>	<b>876,809</b>	<b>786,527</b>	<b>1,663,335</b>	<b>(181,473)</b>	<b>112.25%</b>	<b>(181,472)</b>	<b>34,094</b>
Conference & Travel Expense	73,131	9,484	4,033	13,517	59,614	18.48%	15,000	0

**Granby Board of Education  
FY 2020-2021  
Statement of Accounts  
for the period ended  
February 28, 2021**

Description	Budget	Expended	Encumbered	Expended & Encumbered	Balance	% Enc/Exp	February Forecast After Grants	Change from Last Month Forecast	
<b>General Supplies:</b>									
General Supplies Regular Education	317,570	169,041	58,234	227,274	90,296	71.57%	15,000	(34,468)	
General Supplies Special Education	27,316	13,180	4,520	17,700	9,616	64.80%	0	0	
General Supplies Administration	80,976	57,763	19,284	77,047	3,929	95.15%	0	(21,160)	
General Supplies Maintenance	141,372	213,020	5,191	218,211	(76,839)	154.35%	(17,000)	(17,000)	
<b>Total</b>	<b>567,234</b>	<b>453,004</b>	<b>87,228</b>	<b>540,232</b>	<b>27,002</b>	<b>95.24%</b>	<b>(2,000)</b>	<b>(72,628)</b>	
Electricity	409,049	186,994	201,411	388,405	20,644	94.95%	15,000	0	
Fuel/Natural Gas	156,352	87,048	81,432	168,480	(12,128)	107.76%	(13,000)	0	
Textbooks/Workbooks	140,217	75,077	4,364	79,441	60,776	56.66%	6,000	6,000	
Library/Media Center	63,336	40,918	8,814	49,731	13,605	78.52%	0	0	
Software	321,922	281,511	16,100	297,612	24,310	92.45%	0	0	
Dues & Fees	50,446	35,152	2,804	37,957	12,489	75.24%	3,000	0	
<b>Replacement Equipment:</b>									
Replacement Equip Instructional	2,500	67	1,083	1,151	1,349	0.00%	0	0	
Replacement Equip Administration	6,000	0	0	0	6,000	0.00%	0	0	
<b>Total</b>	<b>8,500</b>	<b>67</b>	<b>1,083</b>	<b>1,151</b>	<b>7,349</b>	<b>13.54%</b>	<b>0</b>	<b>0</b>	
Student Activities	794,519	266,591	247,330	513,922	280,597	64.68%	59,000	45,500	
<b>Total General Fund</b>	<b>32,043,750</b>	<b>18,901,943</b>	<b>12,560,723</b>	<b>31,462,666</b>	<b>581,084</b>	<b>98.19%</b>	<b>(64,874)</b>	<b>6,620</b>	
	<b>SPED</b>	5,729,962					<b>SPED</b>	(54,293)	85,139
	<b>GEN ED</b>	26,313,788					<b>GEN ED</b>	(10,581)	(78,519)

Quality & Diversity	Budget	February Forecast	Better/Worse Than Budget
Opening Balance	315,390	315,390	0
Expenses	(982,910)	(852,762)	130,148
Revenue	832,342	766,000	(66,342)
Ending Balance	164,823	228,628	63,806

**Granby Board of Education  
FY 2020-2021  
Statement of Accounts  
for the period ending  
February 28, 2021  
For Selected Special Education Accounts**

II. Expenditures	FY20-21 Budget	Expended	Encumbered	Expended & Encumbered	Balance	February Forecast After Grants	Change from Last Month Forecast
Legal Expense	27,500	4,274	18,226	22,500	5,000	0	0
Special Education Certified Staff	1,817,977	1,084,949	786,639	1,871,588	(53,612)	(70,279)	1,853
Teacher Assistants	1,158,928	615,438	462,274	1,077,712	81,215	79,234	(3,927)
Special Education Tutors	21,583	17,984	0	17,984	3,599	(783)	1,096
Evaluation, Therapy & Contracted Services	83,176	33,819	64,968	98,787	(15,611)	(34,135)	0
Sped Support (Speech, O.T., & P.T.)	446,287	270,224	165,834	436,058	10,229	10,229	1,409
Special Ed Transportation	704,616	160,288	430,920	591,208	113,408	144,865	50,614
Out of District Tuition	1,469,896	866,793	786,527	1,653,319	(183,424)	(183,423)	34,094
<b>Total Selected Special Education Accounts</b>	<b>5,729,962</b>	<b>3,053,769</b>	<b>2,715,387</b>	<b>5,769,156</b>	<b>(39,194)</b>	<b>(54,293)</b>	<b>85,139</b>

**Granby Board of Education  
 FY 2020-2021  
 Statement of Accounts  
 for the period ending February 28, 2021**

<b>I. Revenue</b>	<b>FY 2020-2021 Budget</b>	<b>Currently Anticipated</b>	<b>Received To Date</b>	<b>Full Year Forecast February</b>	<b>Changes from Last Month Forecast</b>
<b>Reg. Tuition from other Towns</b>	600,769	617,823	300,385	17,054	0
<b>SPED Tuition from other Towns</b>	413,079	456,273	0	43,194	0
<b>SDE Excess Cost Reimbursement</b>	503,911	407,937	407,937	(95,974)	3,595
<b>Rental Fees</b>	14,745	0	0	(14,745)	0
<b>Pay for Participation</b>	54,000	22,967	22,967	(31,033)	4,867
<b>Sub Total</b>	<u>1,586,504</u>	<u>1,505,000</u>	<u>731,289</u>	<u>(81,504)</u>	<u>8,462</u>

**Regular Board of Education Meeting – Approved Minutes**  
**March 3, 2021, 7:00 p.m.**  
**High School Auditorium/Zoom**

Present Board Members: Jenny Emery (via Zoom), Melissa Migliaccio, David Peling, Sarah Thrall, Rosemarie Weber, Brandon Webster, and Jacob Scotto (Student Representative)

Absent Board Members: Mark Fiorentino and Jack DeGray (Student Representative)

Sarah Thrall called the meeting to order at 7:04 p.m.

**I. Administrative Reports**

**I.A. Chairman's Corner**

Ms. Thrall shared opening remarks and apologized for the late start of the meeting. She welcomed our online and in-person attendees.

**I.B. Superintendent's Announcements**

- Dr. Grossman stated March is Board of Education Member Appreciation Month and thanked Board members for their commitment to the Granby Public Schools.
- This week is Read Across America at our schools – there will be many guest readers and mystery readers this week.
- The collaborative effort with East Granby Public Schools for providing breakfast and lunch to East Granby students is going extremely well. For the month of February, a daily average of 170 breakfasts and 224 lunches were served.
- Congratulations to Josh Davis, Garrett Holness, Jayden Okoro, David Sigmund, Ginny Sleavin & Will Sleavin as they represented GMMS in the Hartford Chapter of the MathCounts competition last month. Josh Davis led the pack with the highest score which earned him a seat in the next round of the competition. We are eagerly awaiting his results and to hear if he made it to the State Round of competition. Good luck, Josh!
- Second round interviews for a new Director of Pupil Personnel Services will be held tomorrow afternoon.
- The Granby Education Foundation will hold a family scavenger hunt this Saturday, March 6<sup>th</sup> from 10-11:00 a.m. Compete against other Granby families to find 50 common (and some not-so-common) items in your house. There are prizes for teams that find every item and the first team to complete the hunt.
- Last week over 30 parents attended the Superintendent's Community Conversation to discuss the budget and other topics.
- Dr. Grossman stated he will attend a virtual PTO Meeting on Monday, March 8<sup>th</sup> at 5:30 p.m. and a combined MS/HS PAC Meeting on Monday, April 5<sup>th</sup> at 6:00 p.m. to discuss the budget with parents.
- A Virtual Day on the Hill will be held on March 17<sup>th</sup> from 9-10:30 a.m. Please let Linda know if you would like to be registered for this event.
- There will be a Three-Board Meeting on March 29<sup>th</sup> to discuss the budget.
- A Budget Workshop will be held next Wednesday, March 10<sup>th</sup> at 5:30 p.m. and will be held only via Zoom and the next regularly scheduled Board Meeting will be held on March 17<sup>th</sup>.

**I.C. Assistant Superintendent's Report**

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office and stated the COVID pandemic continues to interplay with our schools; however, there was a decrease in the number of cases during the month of February largely due to individuals following daily screening and mitigation measures. Except for a few snow days, Granby Public Schools has had

consistent instruction over the month of February. With regard to vaccinations, Ms. Parsons stated she has worked internally with the FVHD and there are 10 towns and 11 school districts to support the vaccination efforts over the month of March and there is a huge push to vaccinate education staff. There is a registration pathway staff will use to obtain vaccinations. 2500-3500 vaccinations will be given over the month. A system was rolled out on Saturday and blocks are currently about 80% full. Ms. Parsons also informed the Board there has been some great work done around equity. There will be a March Book Club to read the book *Stamped* as well as staff and student meetings. A survey is being finalized which will go out to staff and students. Teacher residency program. At the Curriculum Subcommittee meeting this evening math progressions were discussed as well as an overall.... Melissa Migliaccio inquired if any mobile units will come to Granby for vaccinations. Ms. Parsons stated all staff have access to one location in the Farmington Valley over the course of 4 weeks. Sarah Thrall inquired if the Granby Equity Team is sending the survey and Ms. Parsons stated, yes, and it will go to Grades 6-12. Jenny Emery stated she has realized many Connecticut schools are not open fully yet and inquired if we know what percentage is not fully open. Dr. Grossman stated those numbers are changing on a daily basis and that 6 months ago, many schools were not open in-person but now there is a push to get schools open full in-person. He stated currently Granby is the only school district in the Farmington Valley that is open full in-person without a schedule change or time change.

#### **I.D. Student Representative Reports**

- Jacob Scotto stated boys' basketball is playing their first game in 18 days tonight against SMSA. Their current record is 1-0.
- The girls' basketball team plays again on Friday and their varsity team is currently 2-4 and they are looking to turn things around against HMTCA.
- Wrestling and the track team continue to practice after school every day. There are no track meets scheduled and wrestling is not allowed to compete against other schools due to COVID restrictions.
- The cheer team will be at the boys' game tonight and have continued to practice and support home games.
- Spring sports registration opened yesterday.
- Seniors have begun to order their caps and gowns and are preparing for graduation.
- Robotics has been meeting after school and has been putting their robot from last year to use.
- NHS had a very successful food drive this year.
- NHS made thank you cards for the faculty which went out this week and were very well received.

Rosemarie Weber inquired if this was one of NHS' more successful food drives given that the donated food was picked up at homes. Jacob stated he would find out and get back to her at the next meeting. Sarah Thrall informed the Board that she will be judging an upcoming DECA competition.

#### **II. Public Comment**

There were no public comments this evening.

#### **III. Consent Agenda**

##### **III.A. Minutes**

A motion was made by Rosemarie Weber and seconded by David Peling that the Granby Board of Education adopt the consent agenda. This motion passed at 7:21 p.m. with one abstention (Brandon Webster).

#### **IV. Old Business**

There was no Old Business to report this evening.

## **V. New Business**

### **V.A. FY22 Administrative Budget Presentation**

Dr. Jordan Grossman presented the FY22 Administrative Budget to the Board stating it is hard to believe this is his second budget presentation he is presenting this evening. He stated this budget is not much different than the budget which was presented for the Plus One. Dr. Grossman reviewed the Vision, Mission and District Achievement Goal as well as the newly adopted Board of Education goals. He reviewed administrative priorities of the budget, such as, maintaining class sizes according to BOE guidelines; responsiveness to the needs of the District during a pandemic; commitment to student achievement and excellence and maintaining a focus on teaching and learning.

Enrollment was reviewed and Dr. Grossman stated enrollment is growing and will continue to increase over the next 5 years. Per pupil expenditure rankings were discussed and Granby spends less than 120 other districts and Granby also performs well compared to other districts. Projected revenues were reviewed and Dr. Grossman stated all revenue funds are given to the Town and that the Education Cost Sharing funds will remain flat next year. Overall, there will be an increase of \$44K in revenue over last year. Dr. Grossman explained that this budget is a 3.56% budget with Other Post-Employment Benefits compared to the 4.5% budget in the Plus One. Savings attributable to this decrease are \$200K savings in our health insurance; \$47K for personnel was moved back into the Q&D budget; the receipt of State of Connecticut ESSER II grant funds of approximately \$122K; and, additional cuts of \$67K. Dr. Grossman explained that to just rollover this budget to next year, it would be 3.57%; however, between the retirement savings and reductions, he was able to get to a 3.56% budget. Dr. Grossman reviewed salary increases for FY22 as well as personnel increases (a total of 4.05 FTEs) of which +1.45 FTEs is in the operating budget; +2.7 FTE in the ESSER II Grant; -0.3 FTE in the IDEA grant; and, +.2 FTE increase in the Title I grant.

Dr. Grossman stated with regard to small capital expenditures, there were no changes from the Plus One Budget. He reviewed some items in transportation; building maintenance; furniture, fixtures and equipment; and, technology. The total appropriation for the FY22 Budget is \$35,240,448. Dr. Grossman informed the Board that this budget does not include any expenses in the event that extraordinary measures are required to continue in-person learning during the pandemic as follows: \$60K for additional cleaning supplies; \$285K additional custodial staff; and an undetermined amount for remote instructional programming. He stated conversations with the Board of Finance would need to take place with regard to pandemic-related expenses. In closing, Dr. Grossman stated he is very pleased to present this budget to the BOE this evening and to kindly send questions to the attention of Linda, Anna and himself by noon on Friday. There will be a Budget Workshop via Zoom at 5:30 p.m. on March 10<sup>th</sup> and the budget will be brought to the Board for approval at the March 17<sup>th</sup> Board of Education Meeting.

Sara Thrall thanked Dr. Grossman and the administration for all of their work on the budget and reminded the Board to send any questions by noon on Friday. Jenny Emery congratulated Dr. Grossman on presenting the budget and stated her number one concern is that the \$900K returned to the town is not money saved but education lost. She inquired if administration is confident that we are investing what we need to deliver high education for the lowest dollar possible. Dr. Grossman stated if he didn't feel this budget meets the needs for the community, he would not have presented it and stated more time is needed to look at data as to where students are academically. Al Wilke, Board of Finance member, stated this is a fantastic budget with the constraints of COVID. It is a very good, reasonable budget and he appreciates the fact that the BOE is coming in at 3.56%.

## **VI. Miscellaneous**

### **VI.A. Board Standing Committee Reports**

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

Rosemarie Weber stated this subcommittee met this evening to discuss the middle school schedule and its alignment with curriculum; strings program, vaccination update; equity team; district policy for anti-bias/anti-racism; and, book club selection; and, a CREC consultant who will work with math coaches. Revised Policy 4118.231 Drug Alcohol Policy for personnel and Policy 5131.6 Drug and Alcohol Use for students were discussed and will be brought forward to the Board at the next meeting. Had a lengthy discussion about K-12 math progression and proposed model shift. The goal of the model shift is to make sure we are appropriately incorporating the 8<sup>th</sup> grade standards and allowing course progression for STEM and college preparatory students. Lastly, an update on testing was given for SBAC and SATs. Remote learners will be invited on campus to take the SBAC and there is no remote option for SATs. Melissa Migliaccio inquired if there is a plan for the full Board to see the math curriculum or the approach. Ms. Parsons stated that can definitely be added to the calendar. Jenny Emery inquired about the evaluation of all of our music program. Dr. Grossman stated this was brought up at the Curriculum Subcommittee Meeting today. In the FY22 budget, there is a proposed Content Area Specialist position to look at alignment of the music program as a whole to see how general, vocal, instrumental, and strings work together because when the strings program was introduced, there was not a deep understanding of how it aligns with the other music programs.

### **VI.B. Other Board-Related Reports**

#### **VI.B.1. CREC/CABE**

Sarah Thrall reminded the Board about the Day on the Hill virtual event on March 17<sup>th</sup>.

#### **VI.B.2. Granby Education Foundation**

There was nothing to report for the Granby Education Foundation.

### **VI.C. Calendar of Events**

Sarah Thrall stated there are many sporting events listed and to try to watch the livestreamed sporting events.

### **VI.D. Board Member Announcements**

There were no Board Member announcements this evening.

### **VI.E. Action Items**

1) Jenny Emery inquired if the budget addresses educational losses incurred during the pandemic.

## **VII. Executive Session/Non-Meeting**

There was no need for an Executive Session/Non-Meeting. A motion was made by Melissa Migliaccio and seconded by David Peling to adjourn the meeting. This motion passed unanimously at 8:05 p.m.

Respectfully submitted,

Rosemarie Weber  
Board Secretary

**Budget Workshop – Approved Minutes**  
**March 10, 2021, 5:30 p.m.**  
**Via Zoom**

Present Board Members: Jenny Emery, Mark Fiorentino, Melissa Migliaccio, David Peling, Sarah Thrall, Rosemarie Weber, and Brandon Webster

Sarah Thrall called the meeting to order at 5:33 p.m.

**I. FY22 Administrative Budget**

The Board continued to discuss the FY22 Administrative Budget. Sarah Thrall stated the Superintendent presented the budget at the last Board Meeting and will answer a couple of questions tonight as well as any other questions the Board may have. Dr. Grossman reviewed the budget appropriation request of 3.56% and stated it is below the guideline of 3.6%. He explained to just roll the budget over from last year, it is a 3.45% budget. When special education is added in it is a 3.57% and when retirement and other savings are added it comes to a 3.56%. Dr. Grossman responded to questions that were submitted by the Board. One question was in regard to any considerations in place for children who have academic catch-up needs and the answer to that question is yes. The budget includes extra tutor support, social/emotional support and transitional programming. Another question was in reference to any requirements/limits to what was allowed in the Elementary and Secondary School Emergency Relief (ESSER) Grant. Dr. Jordan stated the grant listed four priorities under which funds could be used as follows: 1) Academic Supports, Learning Loss, Learning Acceleration, and Recovery; 2) Family and Community Connections; 3) School Safety and Social Emotion Well-Being of Students and Staff; and, 4) Remote Learning and Staff Development. These funds will be used for tutor support and technology needs as a direct result from the effects of the pandemic. A question regarding the Q&D budget was asked and if the district has an understanding of which line items within Q&D are actually utilized by students of color. Dr. Grossman stated the Q&D fund provides funding for items, such as, transportation, snacks, magnet school tuition, supervision, and various enrichment activities for all students but also specifically our Open Choice students. The last question was in regard to if there are other grants available to offset the increase in technology and the answer is, yes, there are other grants used to help offset technology needs as follows: ESSER I and ESSER II; the Open Choice Academic and Student Support Grant; and, the Governor’s Education Emergency Relief Fund Grant.

Dr. Grossman stated he feels very comfortable where the district is in the budget cycle and that the budget meets the needs for the district. Next year the plan should be followed that was laid out within the Plus One Budget with regard to subsequent years and that it sets the foundation for future years. He stated he appreciates the support of the Town and Board of Finance with this budget. Sarah Thrall stated she appreciates the fact that the BOE is coming under the guideline and asked the Board if there were any other questions regarding the budget.

Jenny Emery stated she appreciated the question regarding the Open Choice grant and bringing diversity into Granby benefits everyone. She stated she would be interested keeping in mind any new initiatives that will need funding which may need to be taken from the Q&D Budget. Hopefully, any new initiatives bring forward things that would require an investment to close the achievement gap. Dr. Grossman thanked Jenny for her comments. Dr. Grossman stated the Anti-Bias/Anti-Racism Plan really sets a good strategic initiative to guide the Q&D fund analyzing what our needs are in that area looking at culture, climate and achievement and where funds need to be spent.

Mark Fiorentino stated regarding the action steps we have identified and are building on in our Anti-Bias Plan, what is important is that we execute and fund them – not necessarily what fund it comes out of. He also stated that Dr. Grossman should inform the Board if there is something that he feels he is struggling to fund.

David Peling inquired what would be the first thing Dr. Grossman would put in next year that he could not have this year. Dr. Grossman stated everything he wanted is in the budget thanks to grants and moving things around with health savings; however, he would probably move up the Humanities Coach which was not funded this year.

Brandon Webster inquired how the next budget cycle is expected to look without grant assistance. Dr. Grossman stated this is a great question and informed the Board that the district was very careful and strategic what was put into the grants. The 0.5 FTE Social Worker can be in the grant for a maximum of two years and this will need to be discussed. The software (\$29K) will have to be looked at 2 years from now as well with regard to on-line learning. As far as tutoring, Dr. Grossman stated that ebbs and flows a little bit. He informed the Board the State of Connecticut will receive federal funds and Granby may receive an additional \$500K next year and he anticipates that he will be able to use those funds for possible remote learning issues.

Rosemarie Weber stated she fully supports the budget and that administration has been extremely creative. She stated she feels comfortable where the funds come from that make up the budget and that it is a very responsible budget.

Melissa Migliaccio echoed Ms. Weber's statements and thanked Dr. Grossman, Anna Robbins and Jennifer Parsons on the hours spent on the budget. She stated she has no issues with the budget and supports it.

James Tsaptsinos, Board of Finance member, stated the BOF trusts this budget and all of the work put into it and that it is pretty much a standing still budget and is extremely responsible.

Sarah Thrall stated she supports the budget and feels it is the right thing for the schools. Mark Fiorentino stated he is very supportive of the budget and is grateful for the team who worked on it. In terms of the percentage increase, he feels it is unfair to call it a standing still budget. Jenny Emery stated she is very comfortable and thanked the BOF for their engagement in the process as well as recognized the teachers for their efforts during the negotiation process. David Peling stated he fully supports the budget and that it is a win/win with a 0% mill rate increase and that students were kept in school so it is actually a win/win/win. Brandon thanked Dr. Grossman, administration and the teachers for their work and for putting in the additional supports and resources to help students who are struggling. Melissa Migliaccio stated she absolutely supports the budget and agreed that the administration and teachers were instrumental in having our students attend school in-person.

Dr. Grossman thanked the Board and stated they are true partners in what needs to be done in the district. He stated Granby is the district he thought it was and a district he is proud to be in and he especially appreciates working with the Board and the Board of Finance on the budget.

Dr. Grossman stated next Wednesday's Finance Subcommittee Meeting will be held at 5:00 p.m. and there will be an Executive Session at 6:30 p.m. to discuss a personnel issue which will be held in-person in the Chorus Room.

A motion was made by Jenny Emery and seconded by David Peling to adjourn the meeting. This motion passed unanimously at 6:03 p.m.

Respectfully submitted,

Rosemarie Weber  
Board Secretary



# FY22 Administrative Budget

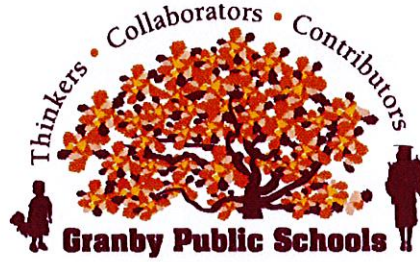
July 1, 2021 – June 30, 2022



Sarah Thrall, Chairman  
Mark Fiorentino, Vice Chairman  
Rosemarie Weber, Secretary  
Jenny Emery  
Melissa Migliaccio  
David Peling  
Brandon Webster

***Superintendent of Schools***

Jordan E. Grossman, Ed.D.



## **DISTRICT ADMINISTRATORS**

*2020-2021 School Year*

*Jennifer Parsons, Assistant Superintendent*

*Jon Lambert, Director of Technology*

*Aimee Martin, Director of Pupil Personnel Services*

*Anna Robbins, SFO, Business Manager*

*Shannon Sullivan, Director of Facilities*

*Michael Dunn, High School Principal*

*Kimberly Calcasola, Ed.D., High School Assistant Principal*

*Julie Groene, High School Assistant Principal*

*Taylor Wrye, M.A.T., C.A.G.S., Middle School Principal*

*Heather Tanis, Middle School Assistant Principal*

*Pauline Greer, Wells Road Intermediate School Principal*

*Colleen Bava, Kelly Lane Primary School Principal*



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

Jennifer M. Parsons  
*Assistant Superintendent*

[www.granbyschools.org](http://www.granbyschools.org)

Aimee D. Martin  
*Director of Pupil Personnel Services*

Anna M. Robbins, SFO  
*Business Manager*

March 3, 2021

Dear Granby Board of Education:

I am pleased to submit the FY2021-2022 Administrative Budget to the Granby Board of Education. This budget represents a commitment to excellence and equity to continue to have the Granby Public Schools recognized as one of the finest school districts in the state. The proposed budget of \$33,183,506 represents an increase of 3.56% above the 2020-2021 budget. This budget is within the budget guideline established by the Granby Board of Finance.

The budget was developed around the newly adopted Granby Board of Education Budget Goals:

***Student Learning and 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.

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

***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.

***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.

***Professional Learning:*** Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

There are four major budget increase drivers:

- +2.45% Base
- +1.12% Special Education
- 0.1% All other line items

The budget is a spending plan that is responsive to the needs of the district during a pandemic and will continue to move our incredible district forward. This budget will continue our commitment to student achievement and excellence for all students, maintain a focus on teaching and learning, continue to extend opportunities to all students considering their social and emotional well-being, maintain class size according to Granby Board of Education guidelines, continued focus on equity within our schools, recruit and retain the most effective staff that is representative of our school community, and provide a safe and healthy environment.

In closing, I want to thank the entire Granby Community for supporting our school system. Our success would not be possible without all the support and ongoing commitment shown to our students. It is because of the collective efforts of the town that students within the Granby Public Schools are able to start their journey on fulfilling their dreams.

Sincerely,

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

# TABLE OF CONTENTS

<b>Budget Context .....</b>	<b>1</b>
<i>District Vision, Mission and Achievement Goal</i>	
<i>Budget Goals</i>	
<i>Budget History and Guidelines</i>	
<i>Personnel Summary</i>	
<i>Enrollment History and Projections</i>	
<i>Class Size Guidelines</i>	
<i>Average Class Sizes</i>	
<i>Per Pupil Expenditure</i>	
<i>Return on Educational Investment</i>	
<i>Conclusions</i>	
<b>Board of Education Goals and Budget Plan.....</b>	<b>10</b>
<b>Budget Highlights/Notables .....</b>	<b>14</b>
<b>Curriculum and Professional Development .....</b>	<b>15</b>
<b>Technology .....</b>	<b>16</b>
<b>Pupil Personnel Services .....</b>	<b>17</b>
<b>Quality and Diversity .....</b>	<b>18</b>
<b>Revenues and Resources .....</b>	<b>19</b>
<b>Personnel Summary .....</b>	<b>21</b>
<b>FY22 Operating Budget Line Item Summary .....</b>	<b>22</b>
<b>Operating Budget Line Item Review .....</b>	<b>24</b>
<b>Budget Summary .....</b>	<b>33</b>
<b>Quality &amp; Diversity Fund Line Item Review .....</b>	<b>34</b>
<b>Quality &amp; Diversity Budget Summary .....</b>	<b>37</b>
<b>FY22 Small Capital Expenditure Plan .....</b>	<b>38</b>
<i>Transportation</i>	
<i>Building Maintenance and Improvement</i>	
<i>Furniture, Fixtures and Equipment</i>	
<i>Technology</i>	
<b>Glossary of Terms .....</b>	<b>42</b>
<b>FY22 Appropriation Request .....</b>	<b>44</b>

# BUDGET CONTEXT

---

## DISTRICT VISION

Every student educated in the Granby Public Schools will graduate on time, prepared for 21<sup>st</sup> Century Citizenship.



## DISTRICT MISSION

All students will become powerful thinkers, effective collaborators and compassionate contributors in preparation for success in a dynamic, interdependent world.

## DISTRICT ACHIEVEMENT GOAL

All students will be able to demonstrate powerful thinking by systemically solving problems through analyzing and synthesizing information and articulating/defending a position.

## BOARD OF EDUCATION GOALS

The annual budget is a spending plan that reflects the District mission, values and priorities of the Granby Board of Education while recognizing a slow economic recovery. Decisions about annual budgets affect programs, class size, course availability, athletic and enrichment programs, and District operations. The Board's adopted goals to guide the budget development process are as follows:

### **Student Learning and 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.

### **Safety and Social Emotional Well-Being**

Foster a safe and positive social emotional environment for everyone.

### **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.

### **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.

### **Professional Learning**

Develop the instructional skills and strategies of our teaching staff through ongoing, meaningful and systemic professional learning opportunities.

## **BUDGET HISTORY & GUIDELINES**

The budget is developed in consideration of the guidelines established by the Granby Board of Finance (BOF). The guideline process attempts to strike a balance between meeting documented operating and small capital needs while maintaining a reasonable tax rate for Granby residents.

Over the last five years (FY17:FY21), operating budgets have had an average increase of 2.64%. During this same period, the District has returned an average of \$313K per year to the town.

Resources have been used wisely and, as a result, the school system has a reputation for excellence. There is a history in Granby of strong leadership demonstrated by town officials and community members to maintain the strength of our schools. This year's budget increase continues to protect that investment, supports some modest improvement efforts.

Community support for this year's budget is critical in order to maintain programs, make minimal improvements, meet federal and state mandates, keep our schools competitive with surrounding districts, and help prepare our students meet our 21<sup>st</sup> Century vision and mission.

## **PERSONNEL SUMMARY**

Over the past decade, as student enrollment has declined, the budget has included reductions in the number of administrators, teachers, teaching assistants, technicians, secretaries, and custodial staff. The FY22 budget reflects a total net increase of +4.05 FTEs staff members, which is realized through the reduction, addition and redeployment of staff. It includes personnel positions supported by the operating expenses and grant funds:

- A net +1.45 FTE Increase (Operating Expenses)
  - +1.0 FTE K-5 Special Education Instructional Coach (Kelly/Wells)
  - +1.0 FTE Grade 2 Classroom Teacher (Kelly Lane)
  - +0.1 FTE Strings Teacher (Wells Road)
  - +0.25 FTE Certified Occupational Therapy Assistant (District)
  - +0.3 FTE Resource Teacher (See below)
  - 1.0 FTE Classroom Teacher (Middle School)
  - 0.2 FTE Math Interventionist (See below)
  
- A net +2.7 FTE Increase (Elementary & Secondary School Emergency Relief (ESSER) Fund II)
  - +2.0 FTE Kindergarten Teaching Assistants (Kelly Lane)
  - +0.5 FTE Social Workers (Middle School/High School)
  - +0.2 FTE Wilson Reading Tutor (District)
  
- A net -0.3 FTE Decrease to IDEA Grant
  - 0.3 FTE Resource Teacher (See above)
  
- A net +0.2 FTE Increase to Title I Grant
  - +0.2 FTE Math Interventionist (See above)

## ENROLLMENT HISTORY AND PROJECTIONS

District enrollment is projected to remain steady over the next couple of years. By FY26, enrollment is projected to increase by 58 students (3.26%). PK-12 district enrollment of 1,779 in FY22 reflects an increase of 56 students from FY21. Class sizes in most grades will be comparable to DRG and state averages.

YEAR	PRE-K	K-2	3-6	7-8	9-12	PK-12 TOTAL
2012-2013	16	366	630	330	761	2,103
2013-2014	24	358	605	332	727	2,046
2014-2015	23	352	564	331	688	1,958
2015-2016	36	372	532	309	704	1,953
YEAR	PK-2	3-5	6-8	9-12	PK-12 TOTAL	
2016-2017	389	389	435	661	1,874	
2017-2018	380	406	419	657	1,862	
2018-2019	391	413	404	655	1,863	
2019-2020	402	381	416	586	1,785	
2020-2021	369	346	436	572	1,723	
2021-2022	416	351	431	581	1,779	
2022-2023	428	378	402	582	1,790	
2023-2024	453	380	380	632	1,845	
2024-2025	445	392	376	628	1,841	
2025-2026	441	398	400	598	1,837	

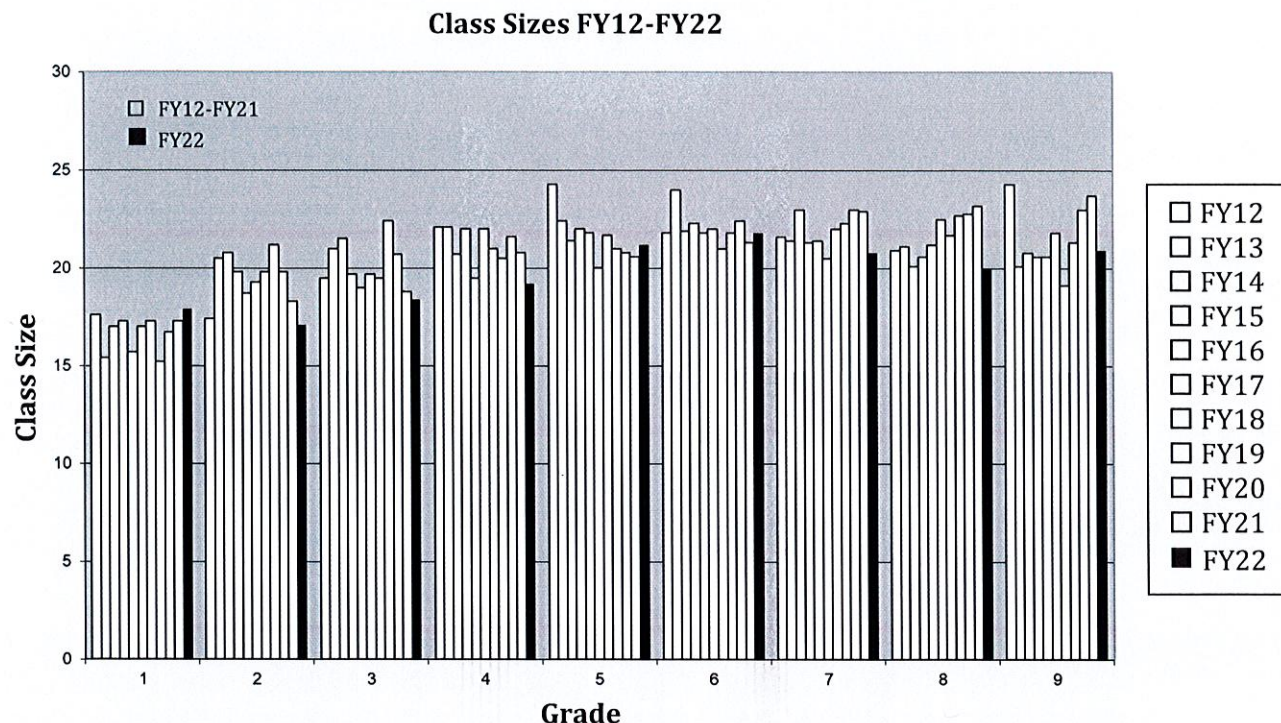
## CLASS SIZE GUIDELINES

Established Board of Education class size guidelines are used to help determine the number of classes at each grade level. Class size projections are based on the proposed FY22 budget. These guidelines were revised a few years ago during the Intermediate School Reconfiguration Study and are listed below:

Current Class Size BOE Guidelines	
Pre-School	12-14
Kindergarten	15-18
Grades 1-3	18-22
Grade 4-8	22-24
Grades 9-12	12-25

## AVERAGE CLASS SIZES

The white bars in the *Class Size by Grade* graph indicate average class size for the past ten years by grade level. The solid bars indicate projected class sizes for the 2021-2022 school year.



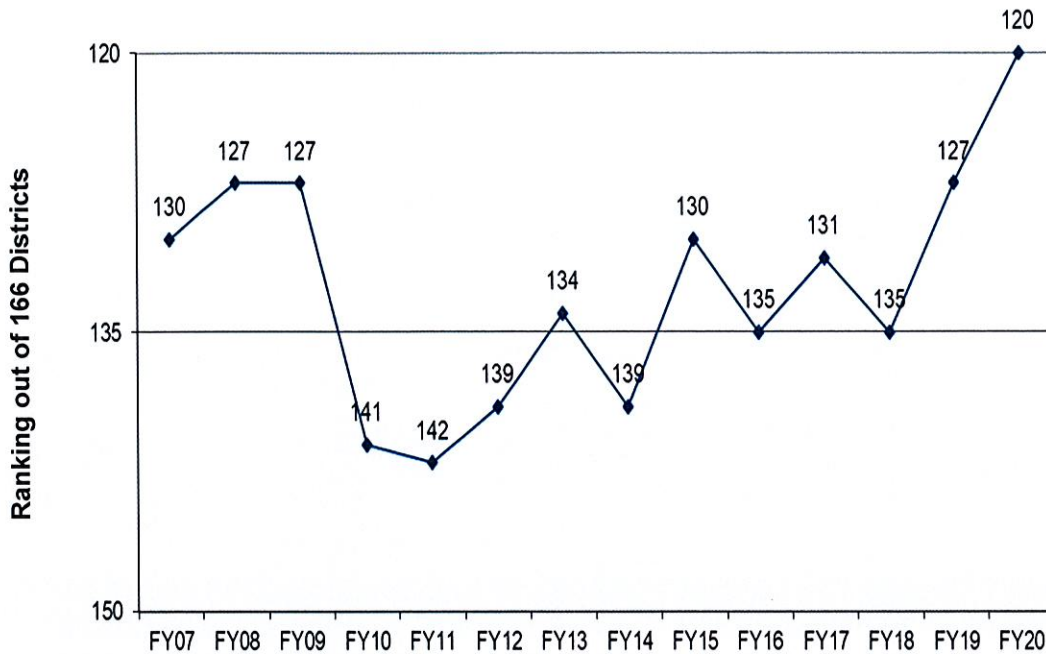
Next year, the budget protects class sizes. Granby BOE guidelines will be met and class sizes will be comparable with state and DRG average class sizes. The largest class size in Grades K-5 will be in Grade 5 (21.8 students) and in Grades 6-8, the largest class size will be in Grade 8 (20.9 students).

The graph above is based on seven (7) sections in Kindergarten, first grade and second grade; six (6) sections in third grade and fourth grade; five (5) sections in fifth grade; six (6) sections in sixth grade; eight (8) sections in seventh grade; and, seven (7) sections in eighth grade. High school academic class sizes vary and are not depicted on the graph. Average class sizes for the main core subjects in high school (English, Math, Science, and Social Studies) tend to be in the 18-23 range.

FY21				FY22			
Grade	Proj. Class Size	Actual Class Size	# of Sec.	Grade	Proj. Class Size	Proj. Class Enroll.	# of Sec.
PK	13	8	4	PK	10.5	42	4
K	17.3	15.6	7	K	17.9	125	7
1	18.3	16.9	7	1	17.1	120	7
2	18.8	18.3	6	2	18.4	129	7
3	20.8	20.8	6	3	19.2	115	6
4	20.6	20.4	5	4	21.2	127	6
5	21.3	19.8	6	5	21.8	109	5
6	22.9	22	7	6	20.8	125	6
7	23.2	23.2	6	7	20	160	8
8	23.7	23.8	6	8	20.9	146	7
<b>Total Sections</b>			<b>60</b>	<b>Total Sections</b>			<b>63</b>

## PER PUPIL EXPENDITURE

**NCEP State Ranking for Granby**



**DRG B FY20 Spending Per Pupil**

Ranking	District Name	NCEP
1	GREENWICH	22,220
2	MADISON	21,152
3	FAIRFIELD	19,160
4	DISTRICT #15	18,974
5	NEW FAIRFIELD	18,918
6	NEWTOWN	18,797
7	DISTRICT #5	18,719
8	GUILFORD	18,545
9	SIMSBURY	18,049
10	WOODBRIIDGE	18,049
11	ORANGE	18,005
12	MONROE	17,907
13	GLASTONBURY	17,830
14	WEST HARTFORD	17,800
15	AVON	17,591
16	FARMINGTON	17,412
17	TRUMBULL	17,078
18	CHESHIRE	17,075
19	<b>GRANBY</b>	<b>17,068</b>
20	BROOKFIELD	16,444
21	SOUTH WINDSOR	16,408
	<b>AVERAGE</b>	<b>18,295</b>

Historically, Granby's per pupil expenditure (PPE) spending has been significantly lower than other districts in the DRG and in districts across Connecticut. In the annual *Connecticut Public Schools Expenditure Report*, the Connecticut State Department ranks 166 towns from the highest to the lowest Net Current Expenditure per Pupil (NCEP). The most recent data from FY20 ranks Granby 120 out of 166 districts, meaning the District spent less on education per pupil than 119 (72%) other school districts. **In FY20, Granby was the third lowest in the DRG (B) for student spending.**

Of the 166 districts, NCEP expenditures ranged from a low of \$12,781 to a high of \$43,872. The mean NCEP (\$19,339) and median NCEP (\$18,234) both exceeded the Granby NCEP (\$17,068) by \$2,271 and \$1,166 respectively. In FY20, Granby educated each student for \$1,227 or 6.71% less than the DRG average.

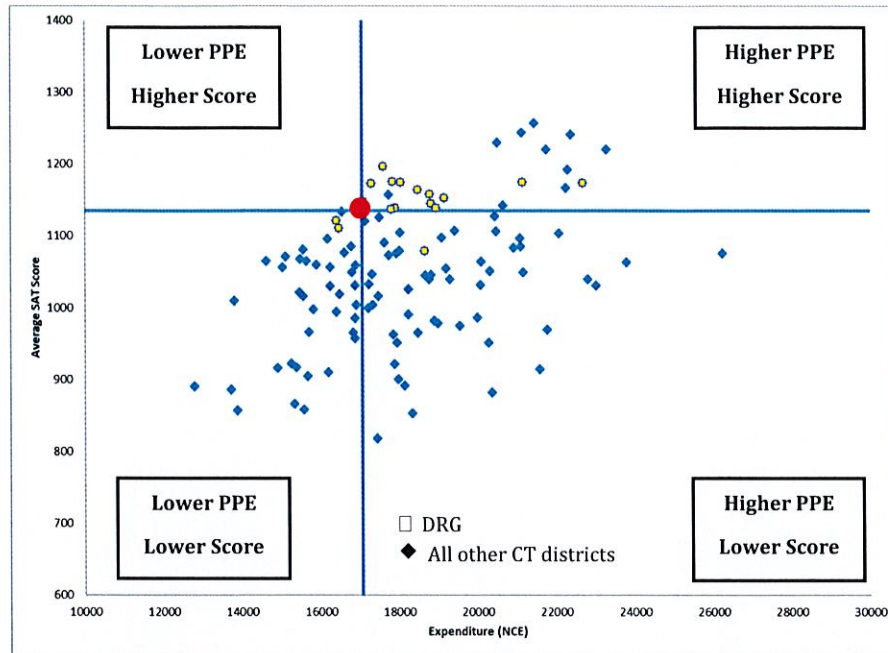
The table below shows the additional FY20 funds Granby taxpayers would have had to pay for its FY20 enrollment, if funded, at the FY20 PPE of surrounding towns. It also shows the increases in 2020 Granby taxes associated with the additional funds.

Town	PPE (\$M)	Additional Impact on Property Taxes
Farmington	\$0.6	1.56%
DRG B	\$2.2	5.55%
Simsbury	\$1.7	4.44%
Avon	\$0.9	2.37%
East Granby	\$4.6*	11.97%

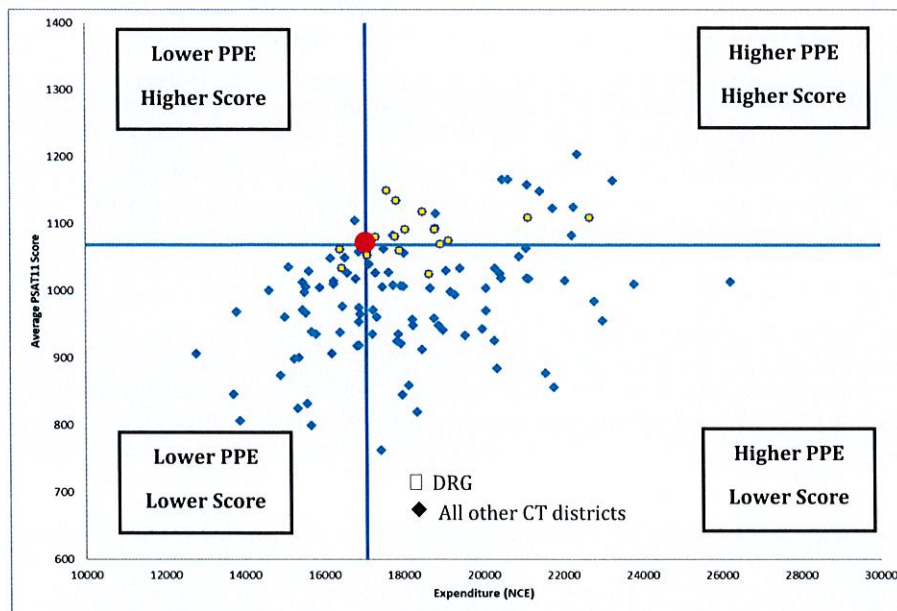
\*East Granby PPE = \$19,712

# RETURN ON EDUCATIONAL INVESTMENT

## Comparison of Per Pupil Expenditure (PPE) and 2020 Average SAT Total Score (Math & ELA)



## Comparison of Per Pupil Expenditure (PPE) and 2020 PSAT Scores (Grade 11)



The top graph above plots each of the school districts in Connecticut using the percentage of students' SAT average total scores (top graph) in Math and English Language Arts (vertical axis) and the Net Expenditure Per Pupil for each district (horizontal axis). The bottom graph plots the 2020 PSAT scores for Grade 11 (vertical axis) and the Net Expenditure Per Pupil for each district (horizontal axis). Square plots on the graph represent districts in DRG B. Districts plotted higher vertically represent those districts where students performed higher. Those closer to the left side of the graph are districts spending less money per student. Granby's position on the graph is depicted by the large circle. Granby's per pupil expenditure in 2019-2020 was \$17,068. No other districts in the state had both a lower per pupil expenditure and higher scores (upper-left quadrant) than Granby. Granby continues to receive an extremely high return on its educational investment with a low cost per student expenditure and exemplary student performance.

## RETURN ON EDUCATIONAL INVESTMENT

District operations are highly efficient and funds are used in ways that make a difference in student achievement. Great teachers work in Granby because of the rich professional experiences and many families settle here because of the reputation and quality of the school system. Other examples of our programs, achievements, reputation, and return on investment include:



- The high school received a favorable decennial accreditation from the New England Association of Schools & Colleges (2019).
- The high school's accountability index rating (89.6%) was one of the top ten high schools in the state (2019).
- District schools have received national and state recognitions.
- The high school received the Michaels Achievement Cup Award for an exemplary athletic program and for their willingness to subscribe to the Class Act Sportsmanship standards, empowering students to take an active role in their school climate and their continued support for community service (2021).
- The middle school had two essay contest winners (6<sup>th</sup> Grade and 8<sup>th</sup> Grade) for the Daughters of the American Revolution Essay Contest (2021).
- The *Connecticut Magazine* and *Hartford Magazine* have consistently rated Granby high in the education category for small towns (ranked 9<sup>th</sup> out of 50 towns, *Hartford Magazine*, 2017).
- The District was recognized as a Model PLC for its exemplary work in establishing a high-achieving professional learning community (2017).
- Granby Memorial High School was ranked Connecticut's 23<sup>rd</sup> Best High School in U.S. News and World Report (2020).
- Granby Grunts (Robotics team) participated in the State Championship Competition (2018) and qualified for the State Championship Competition (2020).
- Wells Road Intermediate School designated a Category 1 school in the State's accountability and classification system (2017).
- Granby Memorial Middle School was the recipient of the Governor's Summer Reading Challenge (2017).

Highlights of the 2020 student performance on the standardized testing include:

- Combined SAT reading and math average of 1134 for Class of 2020;
- Students tested in 22 different AP exams;
- 74 students were designated AP scholars with two students earning National AP Scholar recognition;
- 84% of the Class of 2020 exam participants passed at least one AP exam; and,
- 81% of students who took an AP exam earned a passing score of 3 or higher 156/192 students.

- Granby Board of Education was a recipient of the Connecticut Association of Boards of Education (CABE) Level II Distinguished Leadership Award (2019).
- The high school DECA Team advanced to state and national competitions (2017, 2018, 2019, 2020).
- Class M State Champions for Girls' Soccer and Class S State Champions for Field Hockey (2019).
- NCCC West Tournament Champions for Boys' Soccer, Girls' Soccer and Girls' Volleyball (2020).
- As compassionate contributors, our students and schools regularly participate in a variety of community service projects, for example, American Heart Association, CCMC PJ Day, Pennies for Penguins, and Turkey Trot. Kelly Lane and Wells Road Schools raised \$18K for the Kids Heart Challenge (formerly Jump Rope for Heart).
- Educators from around the state regularly visit Granby Public Schools to learn about our work as a professional learning community.
- Wells Road Intermediate School was a host school for the NEAG School of Education at UConn featuring enrichment programs and have welcomed visitors from Germany, Alaska as well as other Connecticut districts.
- Our students gain local, statewide, and national recognition in athletics, the arts, academic contests and extracurricular competitions.
- Our administrators and teachers serve as representatives on state and professional organization committees and present at conferences.



## CONCLUSIONS

Several observations should be made:

- Granby is receiving a great return on its educational investment. Taxpayer dollars are being used wisely.
- The community is deservedly proud of the school system.
- The District has a well-deserved reputation as a high-performing and quality school system.
- The District continues to gain external recognition for its accomplishments.
- The District actively seeks opportunities for regionalization/ shared services.
- Our schools have wonderful students, dedicated administrators/teachers/staff and a high degree of community support.
- District operations are highly efficient and resources are used wisely. Funds are used in ways that make a difference in student achievement.
- We must remain competitive with staff salaries.
- Maintain the quality, reputation and attractiveness of our school district.
- Tight budgets and the unpredictable declining state funding creates financial uncertainties for the District.
- Become less reliant on the Quality and Diversity Fund for operating expenses.



The Town of Granby has invested wisely in its educational system over a period of many years. It is crucial to protect and advance that investment.

# **BOARD OF EDUCATION GOALS AND BUDGET PLAN**

## **1) 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.**

### K-5 Special Education Instructional Coach: Kelly Lane/Wells Road (+1.0 FTE)

This position will assist with the increasing caseload of special education students and will oversee some of the district programming decisions made at the elementary level while still maintaining a small teaching caseload.

### Classroom Teacher: Kelly Lane (+1.0 FTE)

This position will support the needs of the current class size and sections for Grade 2.

### Strings Teacher: Wells Road (+0.1 FTE)

This position will support the expansion of the Strings Program to Grade 5 students.

### Social Worker: Middle School/High School (+0.5 FTE)

Additional 0.5 FTE Social Worker position at the middle school (0.25 FTE) and the high school (0.25 FTE). This position will be funded from the Elementary & Secondary School Emergency Relief (ESSER II) Fund Grant.

### Certified Occupational Therapy Assistant: District (+0.25 FTE)

Increase of 0.25 FTE in this position to service the increase in students requiring occupational therapy across the district.

### Wilson Reading Tutor: District (+0.2 FTE)

This position will accommodate students with Dyslexia throughout the district and will be funded through the Elementary and Secondary School Emergency Relief (ESSER II) Fund Grant.

### Kindergarten Teaching Assistants: Kelly Lane (+2.0 FTEs)

These positions are funded from the ESSER II Fund Grant.

### School Improvement Teams (Kelly Lane/Wells Road)

These teams will meet monthly to identify the schools' efforts to improve student performance and reach the educational goals and function of the school community (\$5,000).

### PSAT Testing (Middle School)

Expansion of the PSAT will be administered to Grade 8 students in order to monitor progress towards ultimate goals of School Day SAT in the spring of Junior year (\$2,000).

### AP Summer Boot Camp

One-week academic enrichment camp for students who are enrolling in Advanced Placement courses. Led by current AP teachers, the AP Summer Boot Camp is designed to help students prepare and practice the skills necessary for success in these rigorous courses (\$4,398 Q&D, Summer School).

### Elementary Content Area Specialist: Kelly Lane

This position will support the operation of school-based needs, such as, STAR and BAS data review; discipline support; creation of elementary scheduling; and, SRBI support and scheduling (\$3,791).

### Music Content Area Specialist: District

This position will provide oversight for the K-12 Music Program (\$3,791).

### Enrichment

Opportunities for enrichment include student participation in school-based programming with Enrichment Coaches, the Bridges Program, and Homework Club. Funds are provided through the Q&D Fund (\$45,313).

## **2) ENHANCE COMMUNICATION AND BUILD TRUSTING RELATIONSHIPS WITH ALL STAKEHOLDERS.**

### Union Contracts

It is imperative that a high quality school system attracts and retains talented teachers and administrators. Historically, compensation for Granby teachers has fallen behind their peer groups of similar towns. This budget includes the third year's compensation of a three-year contract for administrators (2019-2022); a first year's compensation in the teachers' three-year contract (2021-2024); the third year in the three-year contract for secretaries (2019-2022); and, the third year in a custodial contract (2019-2022)

**Teachers' Contract:** The budget represents a 2.52% overall increase.

**Administrators' Contract:** The budget represents a 3.4% overall increase.

**Secretarial Contract:** The budget represents a 2.75% overall increase.

**Custodial Contract:** The budget represents a 2% overall increase.

### Parent & Community Organizations

In addition to volunteering numerous hours, parent groups are actively involved in fundraising to support educational programs. Parents and community members raise in excess of \$150,000 each year in support of educational, enrichment and athletic programs. Our schools have also benefited from arts programs and over \$700,000 of community grants funded by the Granby Education Foundation.

## **3) FOSTER A SAFE AND POSITIVE SOCIAL EMOTIONAL ENVIRONMENT FOR EVERYONE.**

### Elementary and Secondary School Emergency Relief (ESSER) Funds Grant II

The Granby Public Schools has been allocated to apply for \$209,000 in ESSER II Funds to be used over the course of the 2021-2023 school years which may be used for following priority areas: Priority 1: Academic Supports, Learning Loss, Learning Acceleration, and Recovery; Priority 2: Family and Community Connections; Priority 3: School Safety and Social-Emotional Well-Being of the "Whole Student" and of our School Staff; and, Priority 4: Remote Learning, Staff Development, and the Digital Divide. Targeted areas for these funds in the Granby Public Schools will be used for social emotional support with an additional social worker, targeted instructional support with more tutor support and technology software needs as direct result from the effects from the pandemic.

## **4) PRACTICE RESPONSIBLE BUDGET DEVELOPMENT AND MANAGEMENT THROUGH TRANSPARENCY AND MAXIMIZE AVAILABLE FINANCIAL RESOURCES THROUGH A BALANCE OF FISCAL DISCIPLINE AND INNOVATIVE EDUCATIONAL INVESTMENTS.**

### Intra-town Cooperation

Collaborative efforts are not new to the Town of Granby and Granby Public Schools. Materials and labor are shared (e.g., Town Department of Public Works and Granby Public Schools Maintenance Department), when appropriate. Town organizations use school facilities and grounds on a regular basis and, at times, the District has made use of town facilities and grounds. In recent years, the town and school district shared in the purchase of new business software, collaborated on maintenance, and closed a school. Additionally, beginning in February 2021, a pilot shared lunch program with East Granby Public Schools was launched. Granby also participates in the Farmington Valley Diagnostic Center; CT Prime (the state's first and only municipal captive insurance company); and, Educational Resource

Collaborative, a regionalized group that explores opportunities to cooperate in group purchasing for services including, but not limited to, transportation, special education services, district copier contracts, and facilities services. We also coop sports with Canton and Suffield and are currently looking into shared transportation with surrounding districts.

#### Governor's Education Emergency Relief Fund (GEER)

GEER was created and supplied with nearly \$3 billion by the federal CARES Act, of which Connecticut received \$27.8 million for the purpose of ensuring continuing educational opportunities for students of all ages affected by the COVID-19 pandemic. \$15 million was allocated to provide devices and internet connectivity ensuring equitable access to remote learning. GEER Funds were distributed based on the same criteria as Title I funds which targets the neediest students and teachers in Connecticut.

Granby Schools received 250 HP Chromebooks under the State of CT Governor's Education Emergency Relief Fund. These devices were distributed to students at the Wells Road Intermediate School in order to expand the school districts 1-to-1 computing program during distance learning.

#### Health & Employee Benefits

Funds from this account are deposited into the Granby Health Benefit Fund based on self-funding obligations and contractual terms with employees. The budget for FY22 includes a premium increase of 4.2% as well as census changes and plan design changes. Administrators had already shifted exclusively to the High Deductible Health Plan (HDHP); however, teachers, secretaries and our custodians have been gradually shifting to the new plan. In the FY22 GEA contract, teachers join Administrators in the shift exclusively to the HDHP and have adopted changes to their plan design which resulted in a net decrease in premiums as well as a decrease of 1.16% in the budget line item for Health Insurance in the general fund.

The overall increase in the total employee benefits line (6.6%) is driven by the introduction to the line item for Other Post-Employment Benefits (\$253K). This contribution is required to fund future liabilities for benefits provided to retired employees. In addition, the Board of Education's contribution to the employee defined pension plan was increased (\$19K, 0.06%) based on updated investment and amortization rates as well the adoption of updated mortality tables. Other items in this line item include, worker's compensation insurance, employee assistance program, taxes paid by the employer, employer contribution to the HDHP, retirement and severance, as well as unemployment compensation. Granby Public Schools promotes a healthy work environment by supporting wellness incentives through our health insurance program, employee assistance program as well as through our Wellness Committee and Safety Committee.

#### Fees

- *Tuition:* In FY22, there will be a 0% increase in tuition fees for pre-school. The FY22 tuition will be \$1,820 per year.
- *Pay for Participation:* Pay-for-participation family fees will not increase in FY22.
- *Fees for Services:* The district continues to charge fees for service for summer school, high school athletics and student parking. Revenues from parking and summer school are used to offset expenses for these services.
- *Rental Fees:* Building use fees are based on rental agreements and may be adjusted during the year. FY22 building use revenue is based on FY21 usage. Revenue from rental fees is minimal. Rates for building use will not increase in FY22.

**5) ADOPT AND PROMOTE STRONG INSTRUCTIONAL, CURRICULAR AND LEADERSHIP PRACTICES THAT EMBRACE AND ADVANCE KNOWLEDGE AND ACCEPTANCE OF HUMAN DIVERSITY AND THAT ELIMINATE BIAS.**

Granby Equity Team

Granby is dedicated to reducing the achievement gap and providing equitable access to learning for all students. As Granby enters its fourth year of systemic learning with the Granby Equity Team, the Q&D fund will support these efforts through a collaborative partnership with the Connecticut Center for School Change. Funds initially provided through grant support by the Graustein Memorial Fund are no longer available. This year the team has consciously shifted to creating a comprehensive Anti-Racism Anti-Bias Action Plan and ensuring the work of the Equity Team permeates through networks (\$20,000 Q&D).

CT Teacher Residency Program

In order to support efforts in minority teacher recruiting as part of the Granby's equity work. Granby plans to participate in the CT Teacher Residency Program through CREC beginning this summer. A minority teacher candidate who holds a Bachelor's degree would spend 18 months completing classwork to obtain teacher certification while working with a Granby teacher in a classroom for the full 2021-22 school year. In the second school year of the program, the district would hopefully offer a position to the candidate (\$65,750 Q&D).

**6) DEVELOP THE INSTRUCTIONAL SKILLS AND STRATEGIES OF OUR TEACHING STAFF THROUGH ONGOING MEANINGFUL AND SYSTEMIC PROFESSIONAL LEARNING OPPORTUNITIES.**

Professional Development

Professional development is a critical component to teacher growth. Time and money spent on professional growth opportunities for teachers positively impacts student learning. Professional development includes staff attendance at conferences, AP and Pre-AP training required to support program implementation, contractual tuition reimbursements, curriculum writing, and costs for consultants and presenters. The FY22 professional development budget is \$185,694 which reflects a 6.07% increase from FY21. The District will spend 0.56% of the budget on staff professional development in FY22.

## BUDGET HIGHLIGHTS/NOTABLES

---

- Maintain Granby Board of Education class size guidelines
- Core instructional programs maintained
- Strings Program begins expansion to 5<sup>th</sup> Grade at Wells Road with +0.1 FTE
- Due to the implementation of a new schedule, -1.0 FTE reduction of staff at the middle school
- Two (2) Kindergarten Teaching Assistants funded from the Elementary & Secondary School Emergency Relief (ESSER II) Fund Grant
- One (1) additional Classroom Teacher added at Kelly Lane to meet the needs of the current class size and sections for Grade 2
- K-5 Special Education Instructional Coach at Kelly Lane and Wells Road
- PSAT Testing for students in Grades 8, 9, 10, and 11
- AP Summer Boot Camp for students enrolling in Advanced Placement Courses
- CT Teacher Residency Program



# **CURRICULUM AND PROFESSIONAL DEVELOPMENT**

Curriculum and professional development are at the core of our school improvement efforts and professional learning. Resources are budgeted by the Assistant Superintendent of Schools in coordination with building Principals and Content Area Specialists. Additional curriculum, instruction and assessment materials are found in each school's budget.

## **Professional Development**

The State of Connecticut requires that districts provide a comprehensive local professional development plan for certified educators. The plan includes learning opportunities linked to student performance results, observation and self-reflection of professional practice, as well as stakeholder feedback. The Professional Development and Evaluation Committee (PDEC) reviews District needs for professional development and provides input into the District's professional development plan throughout the year.

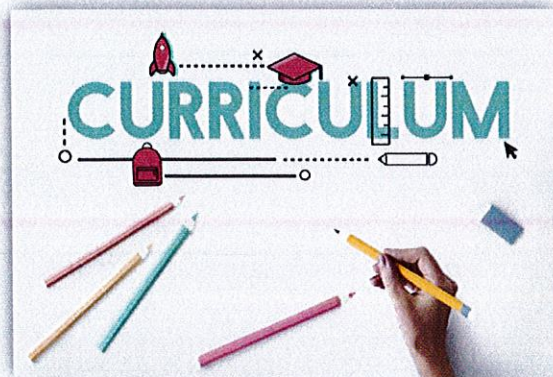
Results continue to suggest a desire for connection to content, choice in professional development as well as integrated use of technology K-12. Content specific support will continue for mathematics, NGSS and English Language Arts as curriculum is refined and implemented. Additionally, our district achievement goal, State of Connecticut high school reform, and commitment to continuous curriculum development will also guide professional development priorities. While much of this professional development is provided internally, there are funds allocated to send staff to outside professional development to stay current with the most up to date research in the field.

## **Assessment**

Several assessments that are administered to monitor student progress, inform programmatic decisions, and provide acknowledgement and achievement for students are budgeted through the curriculum budget. Of note this year is an alignment in the administration of the PSAT/SAT. Starting in the 2021-22 school year, the PSAT 8/9 will be administered in both grades 8 and 9 and the PSAT 10/11 will be administered in grades 10 and 11 during the school day. This is district funded and will allow us to prepare student for the SAT School Day assessment as well provide evidence of growth throughout the high school years.

## **Curriculum Writing**

Curriculum must be kept current and in alignment with best practices and research-based strategies. The office of the Assistant Superintendent has developed a curriculum review cycle that involves ongoing curriculum revision and writing in conjunction with our curriculum platform, EduPlanet21. Curriculum writing this year will be focused in math, music, capstone and world language along with any new approved courses such as "Natural Disasters."



# TECHNOLOGY

---

The mission of the Granby Public Schools Technology Department is to develop and maintain highly effective, reliable, secure, and innovative technology solutions in alignment with the operational, administrative, and instructional needs of the district. Major expenditures in the FY22 budget include the following:

## 1-to-1 Computing Program:

The district vision and mission for learning includes access to digital learning resources. The Board of Education endorsed the rollout of 1-to-1 computing in 2014. The program provides support for maintenance and replacement of equipment for student Chromebooks in Grades 3-12 and iPads for students at Kelly Lane Primary School. In 2021-22, Grade 6 and Grade 9 Chromebooks are earmarked for replacement. Fifty (50) iPads will be replaced at Kelly Lane Primary School. The 1-to-1 program is funded through the Quality & Diversity budget.

## Software:

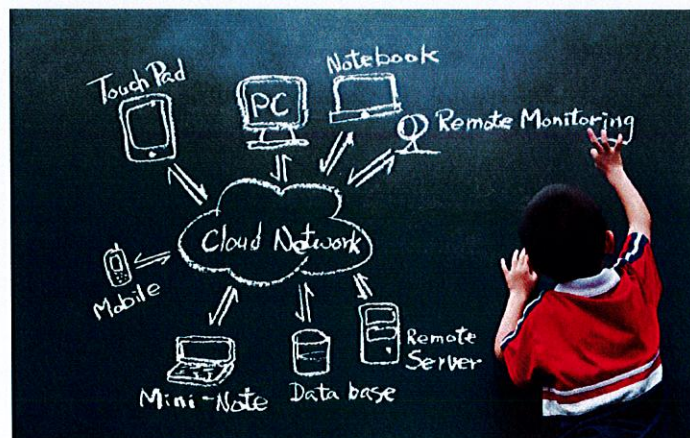
The software budget includes applications and licensing for compliance, network infrastructure, security business administration, academics and student diagnostics. In FY22, we were able to keep the software budget in the general fund flat through the use of grant funding which will fund applications to provide academic supports, learning loss, learning acceleration and recovery in targeted areas due to the ongoing pandemic. \$28,855 of the ESSER II grant will support these efforts. The FY22 software budget does maintain essential annual obligations.

## System Upgrades and New Purchases:

The small capital budget includes funding for the replacement of the legacy phone systems at Central Services and Kelly Lane Primary School, eight (8) tablet computers for the High School Math Department, and three (3) 3D Printers for the High School Technology Education Program.

## Hardware Replacement:

The 5-7-year small capital equipment schedule has earmarked replacement of computers in the High School Electronics Lab and Middle School Technology Education Lab; twenty (20) classroom interactive displays; thirteen (13) iPads for special education students; five (5) administrative laptops; three (3) district file servers; six (6) network switches, and five (5) legacy security cameras. Old equipment still in working condition will be refurbished and/or used as emergency spare equipment.



## **PUPIL PERSONNEL SERVICES**

---

The Pupil Personnel Services Department continues to provide a responsible, quality special education program. Recent data from the State Department of Education (FY20) indicates that the special education portion of the total school budget (22.43%) is lower than 69.67% of the districts in the state.

Out-of-district tuition and transportation estimates are based on current student enrollments. Revenues from special education tuition charges paid by other towns directly to the Town of Granby indirectly offset approximately \$456K of these costs. Funding from the federal IDEA Grant also supplements some special education personnel and related costs. In 2019-2020, 275 students were identified as requiring special education services. Currently, the department services 285 students on Individualized Education Programs (IEPs). FY22 projections for special education expenses for out-of-district tuition and transportation are projected to increase by approximately \$282K. The gross cost of special education out-of-district tuition and transportation is approximately \$2.5M and 7.4% of the total operating budget. It is estimated that the Town of Granby will receive approximately \$492K from the State Excess Cost Grant to offset these expenditures. During the FY21 school year, approximately 5.6% of all special education students in Grades K-12 were placed in specialized programs outside of Granby. An additional small number of students are enrolled in transition programs for 18- to 21-year-olds and 9 more are parentally placed in magnet schools. Granby is legally obligated to provide fiscal resources for the delivery of special education services for these students as well.

The FY22 budget proposes to increase staffing with the addition of a 0.50 FTE School Social Worker (ESSER II grant funded), 0.2 FTE Wilson Reading Tutor (ESSER II grant funded), 2.0 Teaching Assistants (ESSER II grant funded), 0.25 FTE Certified Occupational Therapy Assistant and a 1.0 FTE Special Education Instructional Coach (PK -5). These increases will provide the necessary services to meet the needs of students requiring special education intervention as required by their IEPs.

The Pupil Personnel Services Department emphasizes an inclusive setting for all special education students while providing for specialized instruction to ensure development of academic and social and emotional skills. For the 2020-2021 school year, approximately 83% of students with disabilities in the district were educated with their peers for the majority of the school day.

In 2021-22, the Pupil Personnel Services Department will focus its efforts on:

1. Monitoring and remediating the potential impact of the COVID-19 global pandemic on the learning of students with disabilities.
2. Providing expert coaching and support to general and special education teachers with the guidance from the newly hired Special Education Instructional Coach.

## QUALITY & DIVERSITY FUND

---

The Q&D Fund helps Granby meet the legal requirement for Connecticut school districts to increase opportunities for their students to interact with students and teachers from diverse racial, ethnic and economic backgrounds. Connecticut State Statute requires that these funds be appropriated to the district as a supplement to any other local appropriation and, by law, each Board of Education is required to report activities undertaken in the school district to reduce racial, ethnic and economic isolation. Funds are deposited into a town revolving account established by the Board of Finance and are used to support direct needs of our Open Choice students, pay magnet school tuitions and support various other enrichment activities for Granby students.

Granby has actively participated in Open Choice since its inception over forty years ago. We have done so because it has been the right thing to do for Hartford and Granby students. For many years, Granby has enrolled one of the highest percentages of Open Choice students in the state. The District receives \$12,500 per Open Choice Kindergarten student and \$8,000 for every student enrolled in Grades 1-12 if the District meets the threshold of 4% of our total student population. For total enrollment participation less than 4%, the District would receive \$10,500 per Kindergarten student and \$6,000 for every student enrolled in Grades 1-12.

The BOE goal for the Q&D budget is to provide funding and support for local students to attend quality educational programs in areas of specialization not available locally, and/or new and existing programs in Granby that provide quality learning opportunities within a more diverse student population.

### **Guiding Principles:**

1. Q&D programming should support the District mission and the Board's goals and beliefs for quality and diversity.
2. Q&D funds should be used to supplement operating budget expenditures rather than supplant expenditures from the operating budget.
3. Enroll ten (10) Kindergarten Choice students annually at a level that we can support with class sizes along with Superintendent discretion to add seats for Hartford students that withdrew from Granby.
4. Maintain a financial model that funds magnet school tuition.
5. Begin, over time, to transfer some Q&D operating expenses into the operating budget.
6. The Superintendent shall annually present to the Board a spending plan for the Q&D fund balance that reserves a portion of the balance to cover any forecasted five-year operating deficit.

Notables in the FY22 appropriation request of \$1,056,942 are the following:

- Magnet and Vocational School Tuition
- Open Choice Bus Monitors (Elementary)
- Staffing (4.0 FTE Teaching Assistants and 2.8 FTE Social Workers)
- Summer Enrichment Academy (including YMCA)
- Clubs (Robotics, DECA) and Club Stipends (Morning Milers, Coding, Makerspace)
- Enrichment: Bridges Program; Farm-to-School; Homework Club
- Extracurricular Competitions
- Granby Equity Team
- 1-to-1 Computing (Replacement Cycle)

New items/changes in the FY22 appropriation request:

- AP Summer Boot Camp: One-week academic enrichment camp for students
- Minority Teacher Recruitment Program to increase minority staff members

Details of these expenditures are included in the Q&D Line Item Review section of this budget book.

# REVENUES AND RESOURCES

## INTERGOVERNMENTAL REVENUES

Intergovernmental revenues are entitlement funds received by the town and deposited directly into the General Fund. They are not directly credited toward educational expenses. Projections are made by the town based on the Governor’s budget.

	FY21 Budget	FY22 Projections
Education Cost Sharing (ECS)	\$5,278,314	\$5,278,314
Adult Education	\$3,535	\$3,535
Special Education Excess Cost Grant	\$503,911	\$491,779
<b>Totals</b>	<b>\$5,785,760</b>	<b>\$5,773,628</b>

The Governor’s Education Cost Sharing (ECS) proposal was released on February 10, 2021 and the grant is level funded compared to FY21.

The Special Education Excess Cost Grant reimburses for special education costs for those high-cost students whose out-of-district tuition and transportation exceed the total of four and one-half times our per pupil expenditure. The calculated excess cost is then reimbursed at a rate based on calculations by the State and usually varies from 70% to 82%. Given the volatility of the State budget, the FY22 projection for the Special Education Excess Cost Grant is based on this formulation and calculated using the latest per pupil information held by the District with a 72% reimbursement rate.

## DISTRICT-INITIATED REVENUES

Revenue sources received through District initiatives offset education expenditures in the BOF budget.

	FY21 Budget	FY22 Projections
Tuition from other Towns	\$600,769	\$614,448
Special Education Reimbursement from other Towns	\$413,079	\$456,273
Pay-for-Participation Fees	\$53,966	\$53,966
Building Use	\$14,745	\$14,745
<b>Totals</b>	<b>\$1,082,559</b>	<b>\$1,139,432</b>

### Revenues from Other Towns

Tuition estimates for FY22 are based on letters of intent from Hartland parents on file with the District. Thirty-six (36) Hartland students are projected to attend Granby Memorial High School next year, down from thirty-seven (37) students budgeted for FY21 (36 actual FY21), with tuition revenue of \$17,068 per student. Although Granby is the designated school district, Hartland students may elect to attend local, regional, vo-ag and vo-tech schools. Transportation is provided by the Hartland Public Schools; therefore, there is no cost and no revenue for this service. Special education reimbursement from other towns is based on services provided to students from Hartland, Hartford and other towns.

### Building Use

Building use fees are based on rental agreements. We are basing our calculation on FY19 usage, which is our best estimate as a result of the decreased availability of the buildings due to the pandemic. Rates for building use will not be increased in FY22.

### Pay-for-Participation Fees

Pay-for-participation fees for interscholastic teams are \$100 per athletic team participation with a maximum of \$200/individual and an increase to \$400/family in FY21. Fees were increased in FY21 but will remain the same for FY22.

## **GRANT REVENUES**

Federal and state grant revenues are awarded through an application process and are received by the school district. These grant funds are provided to supplement current programming and may not be spent to supplant existing expenditures. Information on FY22 grant amounts is not yet available and are subject to change based on State and Federal budgets.

	<b>FY21 Budget</b>	<b>FY22 Projections</b>
IDEA – Part B, Section 611 (Special Education)	\$366,403	\$371,016
IDEA – Part B, Section 619 (Special Education Pre-K)	\$10,980	\$11,032
Title I: Improving Basic Programs	\$56,978	\$56,978
Title II: Part A – Teacher Improvement	\$26,391	\$26,391
Title III: English Language Acquisition	\$521	\$521
Title IV: Student Support and Academic Enrichment Grant	\$10,000	\$10,000
Open Choice Academic and Social Support Grant	\$87,125	\$91,050

## **QUALITY AND DIVERSITY REVENUES**

Funds from several different sources are deposited into this revolving fund each year. A reserve balance is carried from year-to-year to meet multi-year obligations, particularly in the area of magnet school tuition and technology leases.

	<b>FY21 Budget</b>	<b>FY22 Projections</b>
Project Choice Early Beginnings/Full Day	\$45,000	\$45,000
Project Choice Tuition (88 students @ \$8,000 each)	\$664,000	\$704,000
Project Choice Bonus	\$37,000	\$39,000
Tuition – Pre-K	\$55,986	\$55,986
Tuition – Summer School	\$30,356	\$31,267
<b>Total Revenue</b>	<b>\$832,342</b>	<b>\$875,253</b>

# PERSONNEL SUMMARY

Personnel	Budget FY21	Actual FY21	Proposed Changes	Budget FY22
<b>Administrators</b>	<b>11</b>	<b>11</b>	<b>0.0</b>	<b>11.0</b>
<b>Certified Teachers</b>				
Classroom Teachers	105.0	104.8	-0.2	<b>104.8</b>
Art, Music, PE, Health	16.9	16.9	0.1	<b>17.0</b>
Special Education Resource Teachers	19.8	20.1	0.3	<b>20.1</b>
Instructional Coaches	7.0	7.0	1.0	<b>8.0</b>
Library/Media Specialists	4.0	4.0	0.0	<b>4.0</b>
Student Support Services (Psychologist, Social Worker, Guidance Counselor, Speech Pathologist)	13.2	13.4	0.2	<b>13.4</b>
Certified Teachers - IDEA, OCA&SSG	5.5	5.2	-0.3	<b>5.2</b>
Certified Teacher -Title I	0.6	0.8	0.2	<b>0.8</b>
Certified Teachers - Q&D Fund	2.8	2.8	0.0	<b>2.8</b>
Certified Teachers- Social Worker ESSER II	0.0	0.0	0.5	<b>0.5</b>
<b>Total FTE Certified</b>	<b>174.8</b>	<b>175.0</b>	<b>1.8</b>	<b>176.6</b>
<b>Instructional Support</b>				
Special Education (Occupational Therapist, Physical Therapist, Speech & Language Pathologist Assistant, Certified Occupational Therapist Assistant)	3.3	3.1	0.05	<b>3.35</b>
Regular Ed Teaching Assistants	13.0	13.0	0.0	<b>13.0</b>
Special Ed Teaching Assistants	44.0	46.0	0.0	<b>44.0</b>
Regular Ed Teaching Assistants: Q&D	4.0	4.0	0.0	<b>4.0</b>
Regular Ed Teaching Assistants: OCA&SSG	1.0	1.0	0.0	<b>1.0</b>
Teaching Assistants: ESSER II	0.0	0.0	2.0	<b>2.0</b>
Tutors- ELL	0.9	0.9	0.0	<b>0.9</b>
Tutor -Wilson Reading: ESSER II	0.0	0.0	0.2	<b>0.2</b>
<b>Total FTE Instructional Support</b>	<b>66.2</b>	<b>68.0</b>	<b>2.25</b>	<b>68.45</b>
<b>Operational Support</b>				
Secretarial & Clerical	20.0	20.0	0.0	<b>20.0</b>
Technician Support	3.0	3.0	0.0	<b>3.0</b>
Custodial & Maintenance	20.5	20.5	0.0	<b>20.5</b>
Athletics (Athletic Director, Athletic Site Supervisor)	1.6	1.6	0.0	<b>1.6</b>
<b>Total FTE Operational Support</b>	<b>45.1</b>	<b>45.1</b>	<b>0.0</b>	<b>45.1</b>
<b>Total</b>	<b>297.1</b>	<b>299.1</b>	<b>4.05</b>	<b>301.15</b>

FY22 total employee FTEs increased by 4.05 versus the FY21 budget.

Year	Enrollment	Staff (FTEs)
2013-2014	2,046	302.9
2021-2022	1,779	301.15
% Change	-13.05%	-0.58%

# FY22 OPERATING BUDGET LINE ITEM SUMMARY

Description	FY2020 Actual	FY2021 Budget	FY2022 Proposed Budget	FY22%: FY21%
<b>Certified Salaries:</b>				
Administration	1,659,206	1,725,526	1,751,243	1.5%
Regular Education	10,564,773	10,843,343	10,955,845	1.0%
Special Education Certified Salaries	1,750,884	1,817,976	1,939,332	6.7%
<b>Total Certified Salaries</b>	<b>13,974,864</b>	<b>14,386,845</b>	<b>14,646,419</b>	<b>1.8%</b>
<b>Substitute/Tutor/Support Salaries:</b>				
Substitutes	5,071	8,000	8,000	0.0%
Special Education Support - P.T./O.T.	416,441	446,287	460,454	3.2%
Tech Support	233,411	243,417	250,682	3.0%
Tutors - Regular Education	19,216	36,329	38,147	5.0%
Tutors - Special Education	14,854	21,583	29,480	36.6%
<b>Total Tutors &amp; Subs</b>	<b>688,994</b>	<b>755,616</b>	<b>786,763</b>	<b>4.1%</b>
<b>Teaching Assistant Salaries:</b>				
Regular Education Teaching Assistants	268,337	303,433	310,340	2.3%
Special Education Teaching Assistants	1,044,087	1,158,928	1,185,080	2.3%
<b>Total Teaching Assistant Salaries</b>	<b>1,312,424</b>	<b>1,462,361</b>	<b>1,495,420</b>	<b>2.3%</b>
School Secretaries' Salaries	616,157	638,886	666,332	4.3%
Central Office Salaries	543,363	556,894	575,725	3.4%
Custodial & Maintenance Salaries	1,290,482	1,319,033	1,341,989	1.7%
<b>Total Salaries</b>	<b>18,426,284</b>	<b>19,119,636</b>	<b>19,512,648</b>	<b>2.1%</b>
<b>Employee Benefits:</b>				
Health	3,616,038	3,906,798	3,920,832	0.4%
Retirement Severance	104,083	143,992	143,992	0.0%
Other Post Employment Benefits (OPEB)	-	-	253,172	100%
Other Employee Benefits	1,161,583	1,245,407	1,328,731	6.7%
<b>Total Employee Benefits</b>	<b>4,881,704</b>	<b>5,296,197</b>	<b>5,646,727</b>	<b>6.6%</b>
<b>Total Salaries &amp; Employee Benefits</b>	<b>23,307,988</b>	<b>24,415,834</b>	<b>25,159,375</b>	<b>3.0%</b>
<b>Purchased Services:</b>				
Instructional	538,085	552,019	563,326	2.0%
Administration	326,782	439,293	462,937	5.4%
Maintenance	74,875	101,483	101,483	0.0%
<b>Total Purchased Services</b>	<b>939,742</b>	<b>1,092,794</b>	<b>1,127,746</b>	<b>3.2%</b>
Legal Services	35,642	55,000	55,000	0.0%
<b>Repairs &amp; Maintenance:</b>				
Instructional	60,551	74,599	74,599	0.0%
Administration	-	8,500	8,500	0.0%
Maintenance	337,850	434,698	434,698	0.0%
<b>Total Repairs &amp; Maintenance</b>	<b>398,402</b>	<b>517,797</b>	<b>517,797</b>	<b>0.0%</b>

Description	FY2020 Actual	FY2021 Budget	FY2022 Proposed Budget	FY22%: FY21%
<b>Transportation:</b>				
Regular Education	743,056	907,393	954,914	5.2%
Sp. Education Transportation	578,420	704,616	708,654	0.6%
Vocational-Tech	41,434	89,268	92,862	4.0%
<b>Total Transportation</b>	<b>1,362,910</b>	<b>1,701,276</b>	<b>1,756,430</b>	<b>3.2%</b>
<b>Insurance - Property &amp; Liability</b>	<b>94,888</b>	<b>102,700</b>	<b>102,700</b>	<b>0.0%</b>
<b>Communications</b>	<b>84,360</b>	<b>91,781</b>	<b>91,881</b>	<b>0.1%</b>
<b>Tuition:</b>				
Sp. Education Tuition	1,612,353	1,469,896	1,747,882	18.9%
Adult Education	9,862	11,967	11,967	0.0%
<b>Total Tuition</b>	<b>1,622,215</b>	<b>1,481,863</b>	<b>1,759,849</b>	<b>18.8%</b>
<b>Conference &amp; Travel</b>	<b>47,209</b>	<b>73,131</b>	<b>77,694</b>	<b>6.2%</b>
<b>General Supplies:</b>				
Regular Education	240,006	317,570	317,970	0.1%
Special Education	22,304	27,316	27,316	0.0%
Administration	276,280	80,976	79,976	-1.2%
Maintenance	105,140	141,372	141,372	0.0%
<b>Total General Supplies</b>	<b>643,731</b>	<b>567,234</b>	<b>566,634</b>	<b>-0.1%</b>
<b>Electricity</b>	<b>374,932</b>	<b>409,049</b>	<b>420,812</b>	<b>2.9%</b>
<b>Fuel/Oil</b>	<b>168,697</b>	<b>156,352</b>	<b>169,352</b>	<b>8.3%</b>
<b>Textbooks/Workbooks</b>	<b>128,618</b>	<b>140,217</b>	<b>124,528</b>	<b>-11.2%</b>
<b>Library/Media Center</b>	<b>57,957</b>	<b>63,336</b>	<b>62,237</b>	<b>-1.7%</b>
<b>Software</b>	<b>300,064</b>	<b>321,922</b>	<b>322,868</b>	<b>0.3%</b>
<b>Dues &amp; Fees</b>	<b>38,344</b>	<b>50,446</b>	<b>50,346</b>	<b>-0.2%</b>
<b>Replacement Equipment:</b>				
Administration	2,135	2,500	2,500	0.0%
Maintenance	6,081	6,000	6,000	0.0%
<b>Total Replacement Equipment</b>	<b>8,216</b>	<b>8,500</b>	<b>8,500</b>	<b>0.0%</b>
<b>Student Activities</b>	<b>618,643</b>	<b>794,518</b>	<b>809,759</b>	<b>1.9%</b>
<b>Total Budget</b>	<b>30,232,556</b>	<b>32,043,750</b>	<b>33,183,506</b>	<b>3.56%</b>

## OPERATING BUDGET LINE ITEM REVIEW

**CERTIFIED SALARIES**

**\$14,646,419**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5110	Administration	1,659,206	1,725,526	1,751,243
5111	Regular Education	10,564,773	10,843,343	10,955,845
5111	Special Education	1,750,884	1,817,976	1,939,332

- 5110 Administration \$1,751,243**  
 This includes salaries for all certified school administrators: Superintendent, Assistant Superintendent, Business Manager, Director of Pupil Personnel Services, and building administrators. The GASA contract for FY22 supports a 3.4% salary increase. Pending contract renewals, salary increase contingency of 3.0% for FY22 is budgeted for the Business Manager, Assistant Superintendent and the Superintendent.
- 5111 Regular Education \$10,955,845**  
 This includes salaries for all personnel holding professional educator certification: classroom and subject area teachers, reading consultants, guidance counselors, and content area specialists. The contract renewal for GEA supports a salary increase of 8.73% over three years. Savings of \$38,000 have been realized due to retirements. Details for changes in personnel can be seen in the Personnel Summary found on Page 21.
- 5111 Special Education \$1,939,332**  
 This includes all certified special education teachers and related service specialists such as school psychologists, occupational therapists and social workers. The contract renewal for GEA supports a salary increase of 8.73% over three years. Details for changes in personnel can be seen in the Personnel Summary found on Page 21.

**SUBSTITUTES/TUTORS/SUPPORT SALARIES**

**\$786,763**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5121	Subs - Regular Education	5,071	8,000	8,000
5126	OT/PT Support	416,441	446,287	460,454
5129	Tech Support	233,411	243,417	250,682
5126	Tutors - Regular Education	19,216	36,329	38,147
5126	Tutors - Special Education	14,854	21,583	29,480

- 5121 Substitutes - Regular Education \$8,000**  
 This provides for internal substitute coverage when teachers are absent due to illness, approved personal leaves, professional development, and curriculum work.
- 5126 OT/PT/Speech Support \$460,454**  
 This funds Occupational, Physical and Speech Therapists. In FY22, an additional 0.25 FTE Certified Occupational Therapist Assistant has been added to meet student needs. A Wilson Reading Tutor (0.20 FTE) has been added and funded through the ESSER II Grant and will support students district wide.
- 5129 Technology Support \$250,682**  
 This includes the Director of Technology, a Systems Support Specialist and a Technology Support Specialist. Pending contract renewals, a salary contingency of 3.0% is budgeted in FY22.
- 5126 Tutors - Regular Education \$38,147**  
 This account includes tutors for homebound instruction in FY22 and English Language Learners.
- 5126 Tutors - Special Education \$29,480**  
 This supports school year and summer tutoring required by Individual Education Plans. The increase in this line item reflects the need for summer tutors.

**TEACHER ASSISTANT SALARIES****\$1,495,420**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5112	Regular Education	268,337	303,433	310,340
5112	Special Education	1,044,087	1,158,928	1,185,080

**5112 Regular Education \$310,340**

Regular Education Teaching Assistants provide support to students and teachers. A proposed salary increase of 3% is budgeted for Teaching Assistants in FY22.

**5112 Special Education \$1,185,080**

Special Education Teaching Assistants provide individual support for students with severe disabilities and support learning and behaviorally-disabled students within resource rooms and regular classrooms. A proposed salary increase of 3% is budgeted for Teaching Assistants in FY22.

**CLERICAL/CUSTODIAL SALARIES****\$2,584,045**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5113	Secretarial/Clerical	616,157	638,886	666,332
5113	Central Services	543,363	556,894	575,725
5114	Custodial/Maintenance	1,290,482	1,319,033	1,341,989

**5113 Secretarial and Clerical Salaries \$666,332**

This provides for the salaries of part and full-time school secretaries and clerical staff assigned to each of the four schools. A general wage increase of 2.75% is budgeted for FY22.

**5113 Central Services Support Staff Salaries \$575,725**

This provides the salaries of union and non-affiliated Central Services support staff: Superintendent's office, Assistant Superintendent's office, business office, pupil services office, and facilities office. Union staff are budgeted to receive a general wage increase of 2.75% in FY22. Pending individual contract renewals, a salary increase contingency of 3.0% is budgeted in FY22 for non-affiliated staff.

**5114 Custodial and Maintenance Salaries \$1,341,989**

This includes the salaries of the Director of Facilities, school custodians, maintenance workers, and overtime costs. General wage increases for staff following the union contract in FY22 is 2%.

**BENEFITS****\$5,646,727**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5210	Group Life	40,320	42,039	42,556
5211	Long-Term Disability	45,811	47,469	47,860
5220	Regular FICA	272,207	276,102	282,180
5221	Medicare	273,103	279,095	285,271
5230	Pension	304,672	356,462	425,651
5235	OPEB Contribution	0	0	253,172
5240	Tuition Reimbursement	23,356	26,000	26,000
5241	Vision Care	-544	1,200	1,200
5250	Unemployment	29,560	21,400	21,400
5260	Workers' Compensation	107,472	123,341	123,341
5270	Granby Health Plan	3,342,377	3,632,798	3,590,832
5270	Employer Contribution HDHP	273,661	274,000	330,000
5290	Annuities	59,692	67,798	68,772
5291/5292	Employee Assistance/Wellness	5,935	4,500	4,500
5295	Retirement & Severance	104,083	143,992	143,992

**5210 Group Life \$42,556**

This account provides for the contractual share of the cost of life insurance benefits. New pricing is determined in June.

**5211 Long-Term Disability \$47,860**

This account provides for the portion of long-term disability insurance costs paid by the Board as negotiated with various groups. Pricing is based on census.

<b>5220</b>	<b>Regular FICA</b> This account provides for tax contributions at 6.20% of covered wages. It increases in step with wage increases for non-certified staff. Certified staff are exempt from FICA taxes as they are covered by a state retirement plan funded by their employer contributions to social security.	<b>\$282,180</b>
<b>5221</b>	<b>Medicare</b> This line item provides for tax contributions at 1.45% of covered wages. Replacements for retiring teachers will be covered by Medicare, which is not the case for most retiring teachers.	<b>\$285,271</b>
<b>5230</b>	<b>Pension</b> This account provides for the employer's pension contribution for eligible employees. The amount is based on actuarial valuations and changes in covered employees which is updated every two years. The part of the increase for FY22 (\$19K) is due to the increase and in mortality rates in the actuarial tables.	<b>\$425,651</b>
<b>5235</b>	<b>Other Post Employment Benefits (OPEB)</b> This contribution is required to fund future liabilities for benefits provided to retired employees. This line item was previously paid from the internal service fund held for medical benefits.	<b>\$253,172</b>
<b>5240</b>	<b>Tuition Reimbursement</b> Per contract, this account provides for certified staff payments for approved college coursework.	<b>\$26,000</b>
<b>5241</b>	<b>Vision Care</b> Covers employer portion of vision care for the Custodial and Maintenance union.	<b>\$1,200</b>
<b>5250</b>	<b>Unemployment</b> This account provides for payments for unemployment benefits. As a municipal employer, the district reimburse the state for the first 26 weeks of benefits on a dollar-for-dollar basis. The budget amount reflects our estimate of claims we must cover for the budget year.	<b>\$21,400</b>
<b>5260</b>	<b>Workers' Compensation</b> This provides coverage for workers' compensation insurance. A three-year contract with CIRMA was renewed in FY21.	<b>\$123,341</b>
<b>5270</b>	<b>Granby Health Plan</b> Funds from this account are deposited into the Granby Health Benefit Fund based on self-funding obligations and contractual terms with employees. The budget for FY22 includes a premium increase of 4.2% as well as census changes and plan design changes negotiated in the GEA contract.	<b>\$3,590,832</b>
<b>5270</b>	<b>Employer Contribution HDHP</b> Funds from this account are deposited into individual Health Savings Accounts for those employees that are covered by the High Deductible Health Plan. Secretaries, teachers, administrators, and those employees who are non-affiliated made a shift to the HDHP.	<b>\$330,000</b>
<b>5290</b>	<b>Annuities</b> This covers Board paid annuities and is driven by contractual arrangements.	<b>\$68,772</b>
<b>5291/5292</b>	<b>Employee Assistance/Wellness</b> This provides for the Board incentives to employees switching to Health Savings Account plans and state-mandated Hepatitis B vaccine and flu shots for employees and a short-term mental and physical health support service.	<b>\$4,500</b>
<b>5295</b>	<b>Retirement &amp; Severance</b> This line item provides for contractual retirement and severance payment. The amount reflects an estimate based on the employment census.	<b>\$143,992</b>

**PURCHASED SERVICES - INSTRUCTIONAL**

**\$563,326**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5330	Educational Services	392,335	468,843	474,901
5330	Support Services	145,750	83,176	88,425

**5320 Educational Services \$474,901**

This includes the cost of services such as copiers, curriculum development activities and purchased instructional services for drug education, virtual classes, the Chemistry-in-Art Program. Budgets include increased funding for the outsourced substitute teacher service.

**5330 Support Services \$88,425**

Funding for special education support services include evaluation services required by law. There are minor increases expected in these accounts.

**PURCHASED SERVICES - ADMINISTRATION**

**\$462,937**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5310	Professional Services	14,756	16,880	16,880
5330/5331	Support Services	280,449	382,224	405,868
5340	Technical Services	31,577	40,189	40,189

**5310 Professional Services \$16,880**

This provides for CREC services, participation in the Education Resource Collaborative and special projects (e.g., regional teacher recruiting fair). This account is flat funded for FY22.

**5330/5331 Support Services \$405,868**

This includes contracted services in several areas: health services, physician fees and BOE recorder. In FY22, there is an increase in nursing contracted services of 3.5%.

**5340 Technical Services \$40,189**

These accounts cover the cost of contracted technology and fiscal consulting services.

**PURCHASED SERVICES - MAINTENANCE**

**\$101,483**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5310/5340	Support - Maintenance	0	23,525	23,525
5411	Water/Sewer	25,578	20,004	20,004
5412	Disposal Services	18,577	27,234	27,234
5442	Rentals	30,720	30,720	30,720

**5310 Support - Maintenance \$23,525**

This includes funds for mandated water testing, asbestos management and technical assistance for the maintenance department.

**5411 Water/Sewage \$20,004**

This includes the cost of the public water supply and public sewer systems for all facilities except the Kelly Lane Primary School and Wells Road Intermediate School.

**5421 Disposal Services \$27,234**

This represents the cost of disposal of trash and recycling.

**5442 Rental/Lease \$30,720**

This funds additional on- and off-site storage space rentals required due to the lack of on-site maintenance and athletic storage facilities .

**LEGAL SERVICES****\$55,000**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5330	BOE/Superintendent	12,507	27,500	27,500
5330	Special Services	23,135	27,500	27,500

**5330 Legal Services - Regular Education \$27,500**

This line item provides for attorney fees for such matters as collective bargaining and personnel contract grievances. Costs vary from year-to-year depending on collective bargaining schedules and specific cases. This account also provides for the cost of services required for complex matters surrounding education.

**5330 Legal Services - Special Education \$27,500**

This provides for attorney fees for special education matters and due process hearings.

**REPAIRS/MAINTENANCE****\$517,797**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5430	Instructional Repairs/Maintenance	60,551	74,599	74,599
5430	Administration	0	8,500	8,500
5430	Buildings/Grounds	337,850	434,698	434,698

**5430 Instructional Repairs/Maintenance \$74,599**

This funds network management and maintenance services not directly provided by district technology personnel as well as repair and recalibration of musical and laboratory instruments.

**5430 Administration \$8,500**

This includes the repair/maintenance of equipment and telephone systems.

**5430 Building and Grounds \$434,698**

Funds are used for regular preventative maintenance, repairs to buildings, grounds, athletic fields, and snow removal costs which can vary considerably year-to-year.

**TRANSPORTATION****\$1,756,430**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5510	Regular Education	743,056	907,393	954,914
5510	Special Education	578,420	704,616	708,654
5511	Vocational	41,434	89,268	92,862

**5510 Regular Education \$954,914**

This funds all regular student transportation to and from school. The FY22 Proposed Budget reflects a projected contractual increase of 3% from FY21. This account includes cost for bus fueling. The increase in this account reflects the absence of our summer bussing credit due to the pandemic. The transportation contract goes out to bid again in FY22.

**5510 Special Education \$708,654**

This account provides for transportation for students who attend programs outside the school district. Students with unique transportation needs bused within the district are also included in this account. The increase in FY22 is to meet expected student needs. The district is cooperating with neighboring towns to share transportation where possible.

**5511 Vocational \$92,862**

Districts are required to provide transportation for students who attend the Vocational-Technical School. Two full buses are now needed for these runs. An additional shared bus with a neighboring district offsets the expense in FY22.

**INSURANCE - PROPERTY/LIABILITY****\$102,700**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5520	Insurance	94,888	102,700	102,700

**5520 Insurance \$102,700**

This funds insurance coverage for property, personal, auto, and legal liability and reflects no increase. FY20 was the first year of a three-year commitment to CIRMA and reflects no increase during this period.

**COMMUNICATIONS****\$91,881**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5530	Telephone	54,313	54,964	54,964
5531	Postage	14,129	16,825	16,925
5540	Advertising	760	3,465	3,465
5550	Printing & Binding	15,157	16,527	16,527

**5530 Telephone \$54,964**

This covers the cost of routine and emergency communications needs for the District.

**5531 Postage \$16,925**

Postage expenses cover district administrative functions. Report cards and newsletters have moved to an electronic media.

**5540 Advertising \$3,465**

This includes fees for advertising employment opportunities, bid notices and for any legal notices that are required by State or Federal law.

**5550 Printing and Binding \$16,527**

This includes the cost of producing informational material (e.g., program of studies, school profiles and student/teacher handbooks) for students, parents and the community.

**TUITION - REGULAR EDUCATION****\$11,967**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5561	Adult Education	9,862	11,967	11,967

**5561 Adult Education \$11,967**

Granby is mandated to provide instruction in high school graduate equivalency diplomas, English for adults with limited English proficiency, citizenship courses and elementary basic skills. Grant funds help offset the cost of participation in the Enfield Adult Education Program.

**TUITION - SPECIAL EDUCATION****\$1,747,882**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5561/5563	Outplacement Tuition	1,612,353	1,469,896	1,747,882

**5561/5563 Outplacement Tuition \$1,747,882**

This line item includes tuition students receiving special education services outside the school district. Figures are based on the needs as prescribed by each student's individual education plan.

**CONFERENCE AND TRAVEL REIMBURSEMENT****\$77,694**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5581	Conference & Travel	47,209	73,131	77,694

**5581 Conference and Travel \$77,694**

This line item provides funding for faculty, administrators and staff to attend conferences as well as reimbursement for travel between schools for shared personnel.

**GENERAL SUPPLIES**

**\$566,634**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5610	Regular Education	240,006	317,570	317,970
5610	Special Education	22,304	27,316	27,316
5610	Administration	276,280	80,976	79,976
5610	Maintenance Supplies	24,751	36,333	36,333
5611	Custodial Supplies	68,328	87,000	87,000
5612	Grounds Supplies	2,415	4,039	4,039
5614	Uniforms & Work Shoes	4,596	8,000	8,000
5626	Gas and Oil	5,050	6,000	6,000

- 5610 Regular Education \$317,970**  
 General Supplies for Regular Education includes instructional supplies for all grade levels. This category also includes testing materials as well as consumable tech supplies used for instruction. The cost of PSAT tests are included for students in Grades 8, 9, 10, and 11.
- 5610 Special Education \$27,316**  
 This account provides for the materials used for special education instruction and for assistive technology.
- 5610 Administration \$79,976**  
 This line item provides for routine supplies used throughout the District including nursing supplies, technology supplies and Board recognition of athletic teams. In FY20, all pandemic-related items & supplies were recorded in this category. This includes items such as tents, desk shields for students and staff and personnel protective equipment.
- 5610 Maintenance Supplies \$36,333**  
 This account provides for all supplies used by the school system's maintenance department, e.g., plumbing, electrical and hardware.
- 5611 Custodial Supplies \$87,000**  
 This account provides for the supplies for custodial services in the buildings including such items as paper products and cleaning supplies. Additional COVID supplies are not budgeted in the general fund in FY22.
- 5612 Grounds Supplies \$4,039**  
 This line item includes such items as fertilizer and weed control and parts and repair for grounds equipment.
- 5614 Uniforms and Shoes \$8,000**  
 This account covers contractual requirements for uniforms and work shoe reimbursement for the Facilities' Department staff.
- 5626 Gas and Oil \$6,000**  
 This account reflects vehicle fuel costs for Granby Public Schools, small engine power equipment and to heat sprinkler system emergency pump stations. In-house expertise is responsible for keeping costs down.

**UTILITIES**

**\$590,163**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5622	Electricity	374,932	409,049	420,812
5624	Heating Fuel/Natural Gas	168,697	156,352	169,352

- 5622 Electricity \$420,812**  
 Kilowatt hours used in FY19 and FY20 varied only slightly; however buildings were not fully occupied from March through July 2020 due to the pandemic. The FY22 budget anticipates increased usage as well as increased generation cost.
- 5624 Heating Fuel/Natural Gas \$169,352**  
 Includes a price of \$1.89 per gallon through FY22. Due to the removal of the oil tanks at the high school and middle school, heating oil will only be required at Kelly Lane and Wells Road. Natural gas has been slightly less predictable. The District is currently evaluating an energy performance contract to lower utility costs and bring older, less efficient systems up-to-date.

**TEXTBOOKS/WORKBOOKS/AUDIO-VISUAL**

**\$124,528**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5640	Textbooks/Periodicals	44,946	60,165	57,705
5641	New Textbooks	11,616	-	-
5642	Workbooks	68,900	75,861	62,632
5644	Audio Visual	3,156	4,191	4,191

- 5640 Textbooks/Periodicals - Replacement \$57,705**  
 This funds replacement new and replacement textbooks. This account fluctuates with the cost of the original texts , new courses and class size.
- 5641 New Textbooks - Curriculum Improvement \$0**  
 New textbooks are no longer funded from the category above. This change puts the responsibility to order new texts in the individual schools. The approval of new courses and textbooks remains unchanged.
- 5642 Workbooks \$62,632**  
 This covers the cost of student workbooks and teacher materials at all levels.
- 5644 Audio/Visual \$4,191**  
 This provides for the maintenance of holdings of DVDs housed in school classroom and Makerspace resources.

**LIBRARY/MEDIA CENTER**

**\$62,237**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5610	Supplies	7,956	11,386	10,287
5640	Library Books	44,255	45,700	45,700
5644	Audio-Visual	5,746	6,250	6,250

- 5610 Supplies \$10,287**  
 The budgeted amount allows for maintenance of supplies for our four media centers.
- 5640 Library Books \$45,700**  
 This account provides funds for books and other printed materials for students. This line item supports resources for Capstone research, downloadable e-books, audio books, and on-line periodicals to support one-to-one computing.
- 5644 Audio/Visual \$6,250**  
 This account provides funds for the audio/visual inventories for our four media centers.

**SOFTWARE**

**322,868**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5643	Software	300,064	321,922	322,868

- 5643 Software \$322,868**  
 The funds in this account are used for instructional and administrative software purchase, maintenance and license fees. All software items are reviewed in detail each year for continued justification.

**DUES AND FEES**

**\$50,346**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5810	Dues and Fees	38,344	50,446	50,346

- 5810 Dues and Fees \$50,346**  
 This account covers memberships in national, state and local organizations. Membership in the Connecticut Association of Schools and the NCCC allows students to participate in state leagues and tournaments.

**EQUIPMENT****\$8,500**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5739	Replacement Equipment - Administrative	2,135	2,500	2,500
5739	Replacement Equipment - Maintenance	6,081	6,000	6,000

**5739 Replacement Administrative Equipment \$2,500**

This line item covers replacement of equipment costing less than \$1,000.

**5739 Replacement Maintenance Equipment \$6,000**

Maintenance equipment purchases include vacuums, floor buffers, leaf blowers, and miscellaneous grounds equipment.

**STUDENT ACTIVITIES****\$809,758**

<i>Object #</i>	<i>Item</i>	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
5125	Extra Instructional Stipends	367,167	459,803	471,857
5330	Officials/Athletic Trainer	78,925	92,081	92,831
5445	Security Personnel - After-School Events	23,345	40,000	42,436
5512	Transportation	43,632	80,163	80,163
5520	Insurance	3,823	3,280	3,280
5610	General Supplies & Rentals	66,079	71,100	71,100
5810	Dues and Fees	14,305	21,724	21,724
5910	Football Support	21,367	26,367	26,367

**5125 Extra Instructional Stipends \$471,857**

This line item provides for coaching stipends and compensation for staff who supervise approved student activities. Stipend increases are based on years coached and established by contract.

**5330 Officials/Athletic Trainer \$92,831**

This account covers fees provided to interscholastic officials for all high school sports and for athletic trainer services.

**5445 Security Personnel-After School Events \$42,436**

This account covers the cost of an outside service to provide a more secure environment for district activities that take place in the evenings.

**5512 Transportation \$80,163**

This account provides bus transportation to all out-of-town athletic events, music functions and inter-school trips.

**5520 Insurance \$3,280**

This account provides medical expense coverage relating to interscholastic athletics.

**5610 General Supplies & Rentals \$71,100**

This account provides for general supplies for athletics and other student activities.

**5810 Dues and Fees \$21,724**

This account provides for athletic and music program participation in statewide groups and co-op programs.

**5910 Football Support \$26,367**

This account reflects District support of the football program. The District will not make an additional contribution this year due to budget constraints. The remaining cost of the program is provided by the Granby Football Booster Club.

**BOE FY22 Operating Budget Request****33,183,506**

## Budget Summary

	<i>FY20 Actual</i>	<i>FY21 Budget</i>	<i>FY22 Proposed Budget</i>
Certified and Administrative	13,974,864	14,386,845	14,646,419
Substitutes/Tutors/Support	688,994	755,616	786,763
Teaching Assistants-Regular & Special Ed.	1,312,424	1,462,361	1,495,420
Central Services/Secretarial	1,159,520	1,195,781	1,242,057
Custodial/Maintenance	1,290,482	1,319,033	1,341,989
<b>SUBTOTAL SALARIES</b>	<b>18,426,284</b>	<b>19,119,636</b>	<b>19,512,648</b>
Benefits	4,881,705	5,296,196	5,646,727
<b>SUBTOTAL SALARIES &amp; BENEFITS</b>	<b>23,307,988</b>	<b>24,415,833</b>	<b>25,159,375</b>
Purchased Services	939,742	1,092,795	1,127,746
Legal Services	35,642	55,000	55,000
Repairs/Maintenance	398,402	517,797	517,797
Transportation	1,362,910	1,701,276	1,756,430
Insurance	94,888	102,700	102,700
Communications	84,359	91,781	91,881
Tuition	1,622,215	1,481,863	1,759,849
Conference/Travel	47,209	73,131	77,694
General Supplies	643,731	567,234	566,634
Electricity	374,932	409,049	420,812
Fuel	168,697	156,352	169,352
Textbooks	128,618	140,217	124,528
Library	57,957	63,336	62,237
Software	300,064	321,922	322,868
Dues and Fees	38,344	50,446	50,346
Equipment	8,216	8,500	8,500
Student Activities	618,643	794,518	809,758
<b>Total General Fund</b>	<b>30,232,556</b>	<b>32,043,750</b>	<b>33,183,506</b>

## QUALITY & DIVERSITY FUND LINE ITEM REVIEW

### **Tuition Support**

**\$269,210**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Tuition - Magnet Schools	119,662	147,935
Tuition - College Connections	54,636	53,045
Tuition - Vocational	98,388	68,230

#### **Tuition - Magnet Schools**

These line items cover anticipated tuition for 29 students attending 10 magnet schools in the Greater Hartford Area. Changing legislation, the growth of magnet schools and increased tuition costs have greatly impacted the financial obligations to local school boards. Parents can directly enroll students in interdistrict magnet schools that have unused capacity.

#### **Tuition - College Connections**

For the past several years, Granby has supported student participation in a College Connections Manufacturing Program at Asnuntuck Community College. This line item will fund 25 students at an average cost of \$2,122 each. This program has grown significantly since the 2019 school year.

#### **Tuition - Vocational**

Tuition for students who attend the regional vocational-agricultural program in Suffield at the tuition rate of \$6,823 is budgeted in this line item. Ten (10) students are expected to attend in FY22. Eight (8) students are also projected to attend Oliver Wolcott Technical High School (OWTHS). There is no charge to Granby for tuition at OWTHS. The decrease in this line item reflects lower enrollment projected for FY22

### **Transportation**

**\$51,287**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Open Choice Bus Monitors	49,793	51,287

#### **Open Choice Bus Monitors**

Funds from this account include 3 Bus Monitors to provide supervision for K-5 students who travel approximately ninety (90) minutes to and from school. Bus monitors are the employees of CREC Transportation Solutions and are considered a contracted service for Granby.

### **Certified FTEs**

**\$193,839**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Social Workers 2.8 FTEs	185,824	193,839

#### **Social Worker 2.8 FTEs**

The Social Worker positions are shared between the high school and middle school (1.0 FTE); the primary school (1.0 FTE); and, Wells Road Intermediate School (0.8 FTE). The remaining funding for the Social Worker at Wells Road is budgeted in the Open Choice Academic & Student Support Grant.

### **Minority Teacher Recruitment**

**\$65,750**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Mentor Stipend	0	6,000
Partnership Fee	0	10,750
Resident Salary & Benefits	0	49,000

#### **Minority Teacher Recruitment**

Granby plans to participate in the CT Teacher Residency Program through CREC beginning this summer. A minority teacher candidate would spend 18 months completing classwork to obtain teacher certification while working in a Granby teacher's classroom for the full 2021-22 school year.

**Kindergarten Teaching Assistants****\$99,631**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Kindergarten Teaching Assistants	97,300	99,631

**Kindergarten Teaching Assistants**

This line item includes 4.0 FTE Kindergarten Teaching Assistants in FY22 and remains the same as FY21 in order to support students in the incoming Kindergarten class at Kelly Lane Primary School.

**Academic Support****\$61,150**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Summer School Academic Support	55,000	61,150

**Summer School Academic Support and Enrichment Academy**

Granby offers a four- or five-week summer school program to students. This summer the program will be need-based and will operate within the COVID guidelines. There will be in-person and virtual programming focused on academics and social skills development. This summer an AP Boot Camp will be included in the high school offerings to support students entering AP courses.

**Summer Programs****\$5,000**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
YMCA Summer Support	20,000	5,000

**YMCA Summer Support**

This program supports the extended day summer school program for our Open Choice students. The decrease in FY22 is due to a reallocation of funding to the Open Choice Academic & Student Support Grant. Granby Public Schools

**Robotics & DECA****\$8,837**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Robotics Club (Stipends and Supplies)	3,813	3,837
Support for Extracurricular Competitions	3,000	3,000
Support for DECA Program	2,000	2,000

**Robotics**

A program for students in Grades 9-12 to develop the skills of the robotics programming system. Costs include stipends for two teachers and supplies.

**Extracurricular Competitions**

Funding to support student extracurricular competitions.

**Distributive Education Club of America (DECA) Program**

Funds to support the growth and success of the high school's DECA program.

**Music & Drama****\$5,599**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Drama Support & Stipends	11,472	0
Generations Mentoring Program	5,566	5,599

**Drama Support & Stipends**

Funding for this line item was provided in previous years in order to help establish the Drama Program at GMHS. This funding has allowed the program to build a sustainable balance in the Student Activity fund through ticket sales and other fundraising efforts, thereby not requiring additional support from this budget.

**Generations Mentoring Program**

Community mentoring program to provide additional layer of student support to those students who would benefit. Costs include stipend for program coordinator, mentor training and program supplies.

**Granby Equity Team****\$20,000**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Granby Equity Team	20,000	20,000

**Granby Equity Team**

The Granby Equity Team supports the implementation of District efforts to close achievement gaps.

**Enrichment Club Stipends****\$10,694**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Club & Coaching Stipends	13,362	10,694

**Club & Coaching Stipends**

Funds the following clubs and coaching stipends: Wells Road 5th Grade Chorus, Wells Road Morning Milers, Coding Club, Spanish Exchange, Middle School Assistant Coach for Boys' and Girls' Cross Country Team and two (2) Bridges Program stipends.

**Enrichment****\$22,500**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Homework Club	9,500	9,500
Bridges Program	8,000	8,000
Farm-to-School	10,000	5,000
Renzulli Center for Gifted & Talented	6,000	0

**Homework Club**

Homework Club occurs after-school 3 days per week to provide additional academic student support.

**Bridges Program**

Our partnership with the NCCJ Bridges Program provides leadership and equity-focused learning experiences for students at GMMS and GMHS. In addition to our membership, these funds support high school students attending the Anytown Summer Learning Program through the organization's summer retreat.

**Farm-to-School**

Funds to support a garden behind the middle school which was made possible through our Farm-to-School partnerships.

**Renzulli Center for Talented & Gifted**

In FY21 the budget included funding for consulting services from the Renzulli Center for Gifted & Talented. The District is using Title IV funds to provide enrichment programs in FY22.

**One-to-One Support****\$223,445**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
One-to-One Support	185,488	223,445

**One-to-One Support**

In 2021-22, Grade 6 and Grade 9 Chromebooks are earmarked for replacement. Fifty (50) iPads will be replaced at Kelly Lane Primary School.

**Student/Family Support****\$20,000**

<i>Item</i>	<i>FY21 Budget</i>	<i>FY22 Proposed</i>
Student/Family Support	20,000	20,000

**Student/Family Support**

Funds from this line item are used to provide support to students as needed for expenses such as field trips for those in financial need, funding for special transportation needs, athletics, after-school supervision, and academic support. This line item was reduced to reflect actual usage over the past three years.

### Quality & Diversity Budget Summary

	<u>FY21 Budget</u>	<u>FY22 Proposed</u>
Actual Beginning Fund Balance	\$315,390	\$210,550
Q&D Revenue Budget	\$832,342	\$875,253
Q&D Revenue Budget Variance	<u>(\$66,512)</u>	<u>0</u>
Revenue Forecast	\$765,830	\$875,253
Q&D Budget Expenditures	\$986,046	\$1,056,942
Expenditure Forecast Above Budget	<u>(\$115,375)</u>	<u>0</u>
Expenditure Forecast	\$870,671	\$1,056,942
Ending Reserve Balance	\$210,550	\$28,861

## **FY22 SMALL CAPITAL EXPENDITURE PLAN**

---

The Granby Board of Education continues to work closely with the Granby Board of Finance to address capital needs through the Educational Capital Improvement Fund. A ten-year Small Capital Plan guides these efforts. The amount requested for appropriation for BOE small capital projects and acquisitions in FY22 is \$1,000,000.

These funds are used for replacing buses, purchasing furniture and equipment, replacing and purchasing technology, and funding building maintenance and improvement projects. The Board of Finance has determined that new buses and technology will be paid for over a five-year period through a low interest lease/finance package managed by the Town of Granby.

### **SUMMARY OF PROPOSED EXPENDITURES**

<b>TRANSPORTATION</b>	<b>\$211,784</b>
<b>BUILDING MAINTENANCE PROJECTS</b>	<b>\$410,368</b>
<b>FURNITURE AND EQUIPMENT</b>	<b>\$73,878</b>
<b>TECHNOLOGY</b>	<b><u>\$303,970</u></b>
<b>TOTAL</b>	<b>\$1,000,000</b>

## **TRANSPORTATION**

**\$211,784**

The Board of Education owns a bus fleet that operates through a transportation management contract with CREC Transportation Solutions. The current management contract expires on June 30, 2022. Estimated annual operating costs to provide transportation to Granby students are included in the operating budget. In FY22, transportation costs will increase 3% according to the transportation management contract. Capital costs are included in the small capital budget. In the 2021-2022 school year, the district will purchase (1) new bus with a lift to accommodate a wheelchair, bringing the active bus fleet to twenty (21) 77-passenger buses, one (1) 71-passenger bus with a lift.

Included in the small capital request are five (5) pieces of replacement equipment used for the maintenance of school buildings and grounds consisting of Kaivac equipment for restroom cleaning, (4) commercial vacuums, (1) sander for snow and ice, (1) Lazier Liner for the fields, (1) Band Saw.

### **FY22 PROJECTED ACTIVE BOE-OWNED BUS FLEET**

<u>Count</u>	<u>Year</u>	<u>Size</u>	<u>Fuel Type</u>
2	2012	77-passenger	Diesel
3	2013	77-passenger	Diesel
1	2014	77-passenger	Diesel
7	2015	77-passenger	Diesel
3	2016	77-passenger	Diesel
5	2017	77-passenger	Diesel
1	2021(22)	71-passenger w/lift	Diesel



### **OTHER VEHICLES**

<u>Count</u>	<u>Year</u>	<u>Description</u>
1	2012	F350 Ford Pick-up Truck (Snow Plowing)
2	2012	Ford Econoline Van (Maintenance)
1	2007	Van (Mail/student)
1	2012	Ford F-450 Dump Truck (Maintenance)
1	2013	Ford Econoline Van (Food Service)
1	2013	F-350 Ford Pick-up Truck (Snow Plowing)
1	2016	Kubota Four Wheel Drive BX 2600

Existing lease/purchase obligations:	\$198,163
New obligations on \$316,000 expenditure:	\$13,621
<b>Total Transportation:</b>	<b>\$211,784</b>

---

<b>BUILDING MAINTENANCE AND IMPROVEMENT</b>	<b>\$410,368</b>
---	------------------

---

<b>Kelly Lane Primary School</b>	<b>\$63,368</b>
• Fire Alarm Panel (KL \$22,000)	
• Security Panel w/Pull Stations (KL \$5,000)	
• Flooring Blister Repair for 3 Classrooms (KL \$15,000)	
• Cupola and Humidity Control – Cafeteria (KL \$21,368)	
	<b>\$25,000</b>
<b>Wells Road Intermediate School</b>	
• Security Panel (WR \$20,000)	
• Fire Alarm Panel (WR \$5,000)	
	<b>\$50,000</b>
<b>Middle School</b>	
• Saniglaze Bathrooms (MS \$20,000)	
• Loading Dock Concrete Repair (MS \$25,000)	
• Fire Alarm Panel Upgrade (MS \$5,000)	
	<b>\$167,000</b>
<b>High School</b>	
• Staircase Building #1 Pinch Point (partial cost) (HS \$138,000)	
• ADA Compliance of Science Classroom (partial cost) (HS \$8,000)	
• Security Panel (Original to the building-proprietary) (HS \$11,000)	
• Architectural and Engineering for Press Box (HS \$10,000)	
	<b>\$105,000</b>
<b>District</b>	
• Painting (District \$15,000)	
• Catch Basin Repair and Paving (District \$35,000)	
• Emergency Roof Repairs (District \$35,000)	
• Emergency Repairs (District \$20,000)	

---

<b>FURNITURE, FIXTURES AND EQUIPMENT</b>	<b>\$73,878</b>
--	-----------------

---

<b>High School</b>	<b>\$31,378</b>
• Four (4) Stand-Up Desks for World Language (HS \$1,000)	
• Three (3) Stand-Up Desks for Art/Music (HS \$1,200)	
• Jazz Guitar Amplifier (HS \$1,200)	
• Washer & Dryer for PE/Athletics (pinnies, trainer towels, uniforms) (HS 1,200)	
• Three (3) Router Laser Machines for Technology Education (HS \$3,447)	
• Three (3) Router Laser Machine Kits (HS \$1,497)	
• Amplifier (HS \$1,650)	
• Auditorium Sound Booth Equipment (HS \$6,000)	
• Heated Holding Cabinet for Cafeteria (HS \$5,284)	
• Chimes/Tubular Bells (HS \$3,900)	
• Replacement Equipment for Athletic Dept. (HS \$5,000)	
	<b>\$17,500</b>
<b>Middle School</b>	
• Replacement of Delta Band Saws (MS \$3,650)	
• Replacement of Delta Drill Press Saw (MS \$2,100)	
• Tenor Saxophone (MS \$1,750)	
• Furniture for Hub (MS \$10,000)	
	<b>\$25,000</b>
<b>Wells Road</b>	
• Playground Reconfiguration (WR \$25,000)	

# TECHNOLOGY

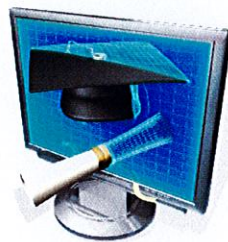
**\$303,970**

<b>Replacement of Existing Technology</b>	<b>\$241,577</b>
• Thirteen (13) iPads (Pupil Services)	\$5,000
• Servers (CS/HS)	\$16,266
• Switches (CS/HS/WR)	\$13,625
• Security Cameras (CS/KL/WR/MS/HS)	\$12,000
• Printers (CS/WR/KL/MS/HS)	\$3,770
• Laptops (CS/PS/HS)	\$9,500
• Ten (10) Interactive Classroom Displays (MS)	\$42,308
• Ten (10) Interactive Classroom Displays (HS)	\$42,308
• Replacement Computers for Tech Ed Lab (MS)	\$25,200
• Replacement Computers for Electronics Lab (HS)	\$21,600
• Phone System Replacements (CS/KL)	\$50,000
<b>New Technology</b>	<b>\$12,522</b>
• Nine (9) touchscreen laptops and two (2) printers for Math Dept. (HS)	\$11,100
• Three (3) 3D Printers for Technology Education Dept. (HS)	\$1,422
<b>Emergency Repair &amp; Equipment</b>	<b>\$22,000</b>
• Repair for projection, computer lab and AV equipment	\$10,000
• Repair for servers, network, equipment, computers	\$12,000
<b>Total Expenditures</b>	<b>\$276,099</b>

**EXISTING LEASE/PURCHASE OBLIGATIONS: \$273,395**

**NEW OBLIGATIONS ON \$276,099 EXPENDITURE: 30,575**

**TOTAL TECHNOLOGY FY22 EXPENSE: \$303,970**



# GLOSSARY OF TERMS

---

## **Education Cost Sharing (ECS)**

This state grant is the single largest transfer of dollars from the state to the town. Set by a complex legislative formula that few people understand, the ECS grant is administered pursuant to at least five different subsections of Connecticut General Statute 10-262. The ECS formula provides aid to towns based on a number of factors including town wealth and student need. ECS payments are received from the State in October (25%), January (25%) and April (50%).

## **Elementary and Secondary School Emergency Relief (ESSER) Funds Grant II**

The Granby Public Schools has been allocated to apply for \$209,000 in ESSER II Funds to be used over the course of the 2021-2023 school years which may be used for following priority areas: Priority 1: Academic Supports, Learning Loss, Learning Acceleration, and Recovery; Priority 2: Family and Community Connections; Priority 3: School Safety and Social-Emotional Well-Being of the “Whole Student” and of our School Staff; and, Priority 4: Remote Learning, Staff Development, and the Digital Divide. Targeted areas for these funds in the Granby Public Schools will be used for social emotional support with an additional social worker, targeted instructional support with more tutor support and technology software needs as direct result from the effects from the pandemic.

## **FTE (Full-Time Equivalent)**

An FTE is the hours worked by one employee on a full-time basis. The concept is used to convert the hours worked by several part-time employees into the hours worked by full-time employees.

## **Governor’s Education Emergency Relief Fund (GEER)**

GEER was created and supplied with nearly \$3 billion by the federal CARES Act, of which Connecticut received \$27.8 million for the purpose of ensuring continuing educational opportunities for students of all ages affected by the COVID-19 pandemic. \$15 million was allocated to provide devices and internet connectivity ensuring equitable access to remote learning. GEER Funds were distributed based on the same criteria as Title I funds which targets the neediest students and teachers in Connecticut.

## **Grants**

Grants are funds supplied by the Federal and State government to advance legislative goals with specific and restrictive spending guidelines. These goals include providing support for special education or Open Choice students and efforts to improve instructional practices for all students. A normal grant requirement is for all funds to be used to supplement, and not replace, local funds.

## **High Deductible Health Plan (HDHP)**

A High Deductible Health Plan (HDHP) is a health plan that combines a Health Savings Account (HSA) or a Health Reimbursement Arrangement (HRA) with traditional medical coverage. It provides insurance coverage and a tax-advantaged way to help save for future medical expenses. The HDHP/HSA or HRA provides greater flexibility and discretion over how health care dollars are used. HDHPs have annual deductibles and out-of-pocket maximum limits. With an HDHP, the annual deductible must be met before plan benefits are paid for services other than in-network preventive care services, which are covered 100%. HDHPs also protect against catastrophic out-of-pocket expenses for covered services. Once annual out-of-pocket expenses for covered services from in-network providers, including deductibles, copayments and coinsurance, reaches the pre-determined catastrophic limit, the plan pays 100% of the allowable amount for the remainder of the calendar year.

### **Net Current Expenditures per Pupil (NCEP)**

Net current expenditures per pupil (NCEP) are calculated as defined in Connecticut General Statutes to allow meaningful comparisons of expenditures among districts. NCEP includes all current public elementary and secondary expenditures from all sources, excluding reimbursable regular education transportation, tuition revenue, capital expenditures for land, buildings and equipment, and debt service. The principal portion of debt service for items that can be included in NCEP, such as certain minor repairs and roof replacements, may count toward NCEP. The information for determining NCEP is provided from the End-of-Year School Report (ED001).

### **Open Choice Program**

The Capitol Region Open Choice Program, formerly Project Concern, is a part of the statewide Open Choice Program that allows Hartford students to attend public schools in nearby suburban towns and suburban students to attend public schools in Hartford. The goal of this program is to improve academic achievement; reduce racial, ethnic and economic isolation; and, provide a choice of educational programs for students. Districts receive funds based on the percentage of students attending their schools.

### **Quality & Diversity (Q&D) Fund**

The Q&D fund helps Granby meet the legal requirement for Connecticut school districts to increase opportunities for their students to interact with students and teachers from diverse racial, ethnic and economic backgrounds. Connecticut State Statute requires that these funds be appropriated to the district as a supplement to any other local appropriation and, by law, each board of education is required to report activities undertaken in the school district to reduce racial, ethnic and economic isolation. Funds received from the Open Choice Program are deposited into a town revolving account established by the Board of Finance and are used to support direct needs of our Open Choice students, pay magnet school tuitions and support various other enrichment activities for Granby students.

### **Smarter Balanced Assessment Consortium (SBAC)**

The Smarter Balanced Assessments are the next generation Language Arts and Math state assessments that are given to students in Grades 3-8. The Grade 11 SBAC was replaced by the SAT. The assessments were developed by the Smarter Balanced Assessment Consortium, which is a 23 state-led consortium working to develop next generation assessments that accurately measure student progress toward college and career readiness. Smarter Balance is one of two multistate consortia awarded funding from the U.S Department of Education in 2010 to develop an assessment system aligned to the CCSS.

### **Special Education Excess Cost Grant**

The special education excess cost grant reimburses school districts under two conditions. The first consists of reasonable costs of special education incurred for a student who lives in the district that exceed 4.5 times the district's average per pupil expenditures for the preceding year. Although the grant allows the district to recover 100% of such costs, the state legislature consistently funds this grant at a substantially lower rate.

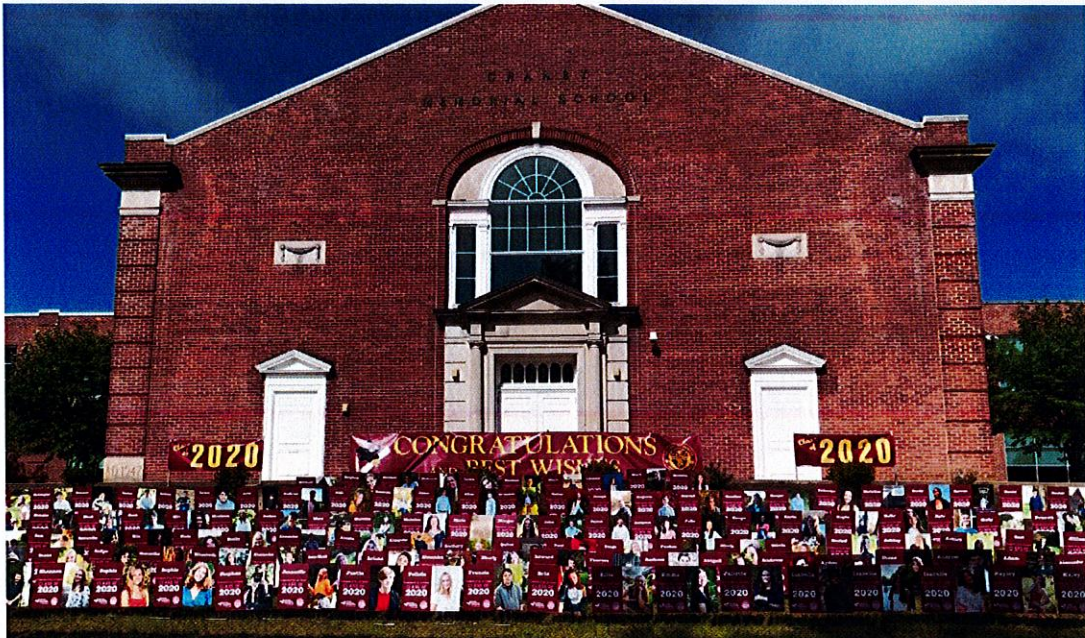
In the second instance, the grant covers 100% of the cost of special education for any student placed in the district by a state agency and who has no identifiable home district in the state. Reimbursable costs include those for special education instructional personnel, equipment and materials, tuition, transportation, rent for space or equipment, and consultant services.

# FY22 APPROPRIATION REQUEST

---

FY21 Operating Budget	\$32,043,750
FY22 Operating Budget Request (3.56%)	\$33,183,506
Quality and Diversity Fund	\$ 1,056,942
Small Capital Fund	\$ 1,000,000
<b>Board of Education Appropriation Request</b>	<b>\$35,240,448</b>

*The Granby Public Schools  
thanks the community for their support and  
all of the volunteers who spend their  
valuable time working in classrooms,  
raising funds, and chaperoning trips.*



*Thank You!*

**AGREEMENT BETWEEN  
THE GRANBY BOARD OF EDUCATION  
AND  
THE HARTLAND BOARD OF EDUCATION**

THIS AGREEMENT, made and entered into as of the 17th day of March 2021 between the BOARD OF EDUCATION OF THE TOWN OF GRANBY hereinafter referred to as “Granby”, and the BOARD OF EDUCATION OF THE TOWN OF HARTLAND hereinafter referred to as “Hartland”, both parties acting pursuant to powers vested in them by Section 10-220, as amended, of the Connecticut General Statutes.

Pursuant to C.G.S. §10-33, Hartland agrees to designate and Granby agrees to accept such designation of Granby Memorial High School as a designated high school for the instruction of Hartland students in Grades 9 through 12, inclusive, subject to all the requirements, privileges, restrictions, and awards accorded to Granby’s student body. It is specifically understood that Granby shall have responsibility for the discipline of all students pursuant to the Connecticut General Statutes.

Hartland will provide Granby with preliminary enrollment figures by December 15<sup>th</sup> of each year for the following school year with confirmation of enrollment figures no later than January 15<sup>th</sup> for the following school year. Once enrolled, Hartland students will be permitted to remain in Granby through high school graduation.

Hartland promises and agrees with Granby that it will pay Granby tuition for each student enrolled hereunder. The annual per pupil tuition fee for regular classroom instruction shall be the per pupil net current expenditure for the preceding year. The amount of such tuition will be completed based upon the actual days of membership of students in Granby programs, prorated by semester.

Hartland will be responsible for reimbursing Granby for actual costs of programming for Hartland students who receive special education and/or related services. Hartland representatives are responsible for chairing Pupil Personnel Team meetings of Hartland students prior to their enrollment in Granby.

Tuition bills will be submitted by Granby to Hartland by October 15<sup>th</sup> of each year for 50% of the estimated tuition based upon the October 1<sup>st</sup> membership of Hartland students and by February 1<sup>st</sup> for the remaining 50% of tuition. Payment will be made within thirty (30) days of receipt of the invoice. Granby will pay tuition for Hartland students selected under Granby Board policy to attend half-day magnet programs.

Hartland shall be responsible for the transportation to and from Granby Memorial High School of all Hartland students covered by this Agreement. The school calendar and Granby Memorial High School arrival and departure times of such students shall be set by

Granby and shall be consistent with those set by Granby for its own students. Hartland students shall follow the school cancellation, delayed opening and early release schedules that are set by the Granby Schools.

Hartland is urged to participate as a full member of Granby's Curriculum and Policy Standing Committee on all curriculum matters relevant to present or future students. It is understood that this committee acts in an advisory capacity to Granby's Board as a whole. A Hartland Board Member may serve as a liaison in attending Granby Board Meetings.

**Term.** This Agreement shall remain in full force and effective for a period of five (5) years, commencing on July 1, 2023 and ending on June 30, 2028, provided, however, that on or before April 15, 2026, representatives of the parties shall meet to discuss a successor agreement with a decision rendered by June 30, 2026. The parties may meet at any time by mutual agreement to review this Agreement with the possibility of adjustment or extension.

This Agreement shall be binding upon and inure to the benefit of the parties hereto, and their successors. In the event that a provision(s) of this Agreement is ruled invalid, the remainder shall be in full force and effect.

IN WITNESS WHEREOF, the parties hereto have duly executed the Agreement on the 17<sup>th</sup> day of March, 2021.

WITNESS

GRANBY BOARD OF EDUCATION

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

\_\_\_\_\_  
Sarah Thrall  
Board Chairman

WITNESS

HARTLAND BOARD OF EDUCATION

\_\_\_\_\_  
Imma Cannelli  
Superintendent of Schools

\_\_\_\_\_  
Pamela Weber  
Board Chairperson

## **Personnel - Certified/Non-Certified**

### **Alcohol, Drugs, and Tobacco**

The District is concerned with maintaining a safe and healthy working and learning environment for all staff and students. Medical research indicates that the use of alcohol, drugs and tobacco are hazardous to one's health. In addition to the health hazard to the individual, certified employees are entrusted with the responsibility of imparting knowledge and serving as role models to students.

### **Alcohol and Drugs**

The District recognizes the importance of maintaining a drug-free environment for its staff and students. In compliance with federal and state requirements, employees are prohibited from the unlawfully manufacture, distribution, dispensing, possession or use on or in the workplace any alcohol, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance. Controlled drugs are further defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15.

The "workplace" is defined to mean the site for the performance of work done. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

Each employee shall notify his or her supervisor of his or her conviction occurring in the workplace as defined above, no later than 5 days after such conviction.

Each employee shall abide by the terms of the school district policy respecting a drug-free and alcohol-free workplace.

An employee who violates the terms of this policy may be required to successfully complete an appropriate rehabilitation program, may not be renewed or his/her employment may be suspended or terminated, at the discretion of the Board.

## **Personnel -- Certified/Non-Certified**

### **Alcohol, Drugs, and Tobacco**

#### **Tobacco**

There shall be no smoking or other use of tobacco products on school property during regular school hours, on transportation provided by the District, or during the course of any trip sponsored by the District or under the supervision of the Board or its authorized agent.

For the purposes of this policy, “tobacco product” is defined to include, but is not limited to, cigarettes, cigars, blunts, bidis, pipes, chewing tobacco and all other forms of smokeless tobacco, rolling papers and any other items containing or reasonably resembling tobacco or tobacco products, such as electronic cigarettes.

A copy of this policy and the consequences of violating the policy shall be distributed to all employees of the District. Failure to comply with the policy may result in disciplinary action as detailed by the administration.

Legal Reference: Drug-Free Workplace Act. 102 Stat. 4305-4308.

Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101-226 (1991)

21 U.S.C. 812, Controlled Substances Act, I through V, 202.

21 C.F.R. 1300.11 through 1300.15 regulation.

54 Fed. Reg. 4946 (1989)

Connecticut General Statutes

1-21b Smoking prohibited in certain places.

## **Students**

### **Alcohol Use, Drugs, and Tobacco (including Performance Enhancing Substances)**

Pursuant to the goal of the District to maintain a drug, tobacco and alcohol-free school district, schools shall take positive action through education, counseling, parental involvement, and medical and police referral in handling incidents in the schools involving possession, sale, and/or use of behavior affecting substances. These substances shall include but not be limited to alcohol and controlled substances as defined in the Penal Code of the State of Connecticut.

Alcohol, tobacco, stimulants, street drugs, including but not limited to marijuana, heroin and cocaine; anabolic steroids, hormones and analogues, diuretics and other performance enhancing substances; including supplements and Creatine, are addressed by this policy and accompanying administrative regulations.

Possessing, using, or transmitting any substance which is represented to be or looks like a narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcoholic beverage, stimulant, depressant, or intoxicant of any kind, including such substances that contain chemicals which produce the same effect of illegal substances including but not limited to Spice and K2 and bath salts are addressed by this policy.

### **Definitions**

**Drugs** are defined as any substance other than food or water that is intended to be taken or administered (ingested, injected, applied, implanted, inhaled, etc.) for the purpose of altering, sustaining, or controlling the recipient's physical, mental, or emotional state. Drugs may include, but not be limited to, alcoholic beverages; controlled substances such as marijuana, hallucinogens, cocaine, barbiturates, amphetamines, narcotics; and non-authorized prescription drugs.

**Controlled substances**, for purposes of this policy shall include all controlled substances prohibited by federal and state law, look-alike drugs, alcoholic beverages, anabolic steroids, drug paraphernalia, any volatile solvents or inhalants, such as but not limited to glue and aerosol products, and prescription or patent drugs, except those for which permission for use in school has been granted pursuant to Board policy.

**Under the influence**, for purposes of this policy shall include any consumption or ingestion of controlled substances by a student.

**Electronic nicotine delivery system** means an electronic device that may be used to simulate smoking in the delivery of nicotine or other substance to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah and any related device and any cartridge or other component of such device.

## **Students**

### **Alcohol Use, Drugs, and Tobacco** (continued)

#### **Definitions** (continued)

**Liquid nicotine container** means a container that holds a liquid substance containing nicotine that is sold, marketed or intended for use in an electronic nicotine delivery system or vapor product, except “liquid nicotine container” does not include such a container that is prefilled and sealed by the manufacturer and not intended to be opened by the consumer.

**Vapor product** means any product that employs a heating element, power source, electronic circuit or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine that is inhaled by the user of such product.

CBD, for purposes of this policy, is defined under federal law as a cannabis product with less than 0.3% tetrahydrocannabinol (THC) on a dry weight basis. It is also referred to as hemp.

#### **Privacy Rights**

Personal privacy rights of students shall be protected as provided by law. School properties may be inspected by school authorities to maintain health and safety. Searches to locate drugs, narcotics, liquor, weapons, poisons, and missing properties are matters relating to health and safety and may be regarded as reasonable grounds for searches by school personnel. Privileged communication between a certified or paraprofessional employee and a student concerning drug abuse shall remain confidential except in cases where the employee is obtaining physical evidence of a controlled substance, and/or where there is an immediate threat to, or where students’ health, safety, and welfare may be jeopardized.

#### **Illegal Activities**

Use, possession, sale or distribution of drugs, including prescription drugs, drug paraphernalia and/or alcoholic beverages in violation of state law or Board of Education policy is prohibited at any time on school premises or at any school-sponsored activity. If a student is under the influence of a drug or alcohol, or engaged in the illegal activity of possessing or selling drugs and/or alcohol, the police will be notified, his/her parent(s)/guardian will be contacted, he/she will be suspended from school, referred to a Student Support Team, and considered for expulsion. In cases of the illegal activity of possessing or selling drugs or alcohol, students will be referred to the appropriate law enforcement authorities. If a student is arrested and is awaiting trial for possession of, or possession of with intent to sell drugs in or on school property or at a school-sponsored event, the student will not be allowed to attend school without the permission of the Superintendent, per the guidelines set forth in Policy #5114.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Notification of Policy**

Annually, students will be notified through the student handbook, or through other means, of disciplinary sanctions for violation of this policy.

Principals shall include statements, appropriate to student maturity, in school handbooks and on District/school websites to the effect that:

1. the unlawful manufacture, distribution, sale, dispensing, possession or use of controlled substances, other illegal drugs, performance-enhancing substances, alcohol or tobacco, including electronic nicotine delivery systems and vapor products, is prohibited in school, on school grounds, on school transportation and at school sponsored activities;
2. compliance with the standards of conduct stated in the handbook is mandatory;
3. a violation of its provisions will subject students to disciplinary action up to and including expulsion and referral for prosecution;
4. CIAC controlled activities at the high school and middle school levels sponsored by the District/school are included in this policy and accompanying administrative regulations; and
5. CIAC may impose sanctions beyond those applied by the District for the use of performance-enhancing substances, as defined in this policy, by athletes.

#### **Disciplinary Action**

Students who violate this policy will be subject to disciplinary action which includes, but is not limited to, suspension or expulsion, and/or a program recommended by the Student Support Team. Student athletes who violate this policy, participating in CIAC-controlled activities shall also be declared ineligible for such activities in accordance with CIAC policy and regulation. Any disciplinary actions imposed will ensure that similar violations will be treated consistently. The Superintendent shall propose and the Board of Education shall approve procedures and regulations to ensure that any student violating this policy is subjected to disciplinary action, and that any disciplinary actions imposed for similar violations are treated consistently.

The following guidelines for reporting alleged violations are to be followed:

1. If an employee suspects student possession, use, abuse, distribution or sale of controlled substances, other illegal drugs, performance-enhancing drugs, alcohol, or tobacco/tobacco products the employee shall refer the matter to the Principal or his/her designee. The Principal or designee will notify the student's parent/guardian, recommend a specific assessment, as appropriate, and contact law enforcement personnel as appropriate.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Disciplinary Action** (continued)

2. If an employee obtains physical evidence of a controlled substance, other illegal drug, drug paraphernalia, performance-enhancing drugs, alcohol, tobacco products or tobacco paraphernalia from a student in school, on school grounds, on school provided transportation or at a school sponsored event, the employee shall turn the student and the controlled substance over to the school principal or designee. The Principal will notify the student's parent/guardian, recommend a specified assessment as appropriate, notify law enforcement personnel and shall surrender possession of the controlled substance to the proper authorities within the time period required by state law.

#### **Drug-Free Awareness Program**

The Superintendent shall assure that the school District provides a drug-free awareness program for students including the following topics:

- health and safety-related dangers of drug abuse;
- review of the District's policy of maintaining drug-free schools;
- notification of the availability of drug counseling and rehabilitation programs; and
- official penalties for drug abuse violations in schools.

#### **Drugs and Alcohol**

It is the policy of the District to prevent and prohibit the use (except as duly authorized through the school nurse), possession, distribution or sale of any drug, drug paraphernalia, or alcohol by any student at any time on school property, at school-sponsored events or on school-provided transportation. The District provides (1) a supportive environment for recovering chemically dependent students during and/or after their involvement in a treatment program for chemical dependency; and will provide (2) assistance to those students who are affected by drug/alcohol possession or use by others. Any student in District schools found to be using, selling, distributing, in possession of or under the influence of intoxicants, mood altering drugs or substances, or look-alike drugs, or in possession of any related drug paraphernalia during a school session, on school premises, or anywhere at a school-sponsored activity or trip, on school-provided transportation, or otherwise off school grounds when such student's conduct violates the substance abuse policy and is seriously disruptive of the educational process shall be subject to consequences as stated in the student handbook.

A breath alcohol tester is approved for use at events/activities such as dances and proms at the middle school and high school levels where, in the judgment of the school administrator, there exists reasonable suspicion that a student has consumed an alcoholic beverage and then, only under the following circumstances:

## **Students**

### **Alcohol Use, Drugs, and Tobacco (continued)**

#### **Drugs and Alcohol (continued)**

- The student denies to an administrator that he/she has consumed alcoholic beverages and wishes to establish his/her innocence. Should the student register a positive reading on the breath alcohol tester, consequences will be administered as outlined in the discipline/behavior regulations in the Code of Conduct.
- The student denies to an administrator that he/she has consumed alcoholic beverages and elects not to utilize the breath alcohol tester to establish his/her innocence. The judgment of the administrator will then be utilized to determine if the student has consumed an alcoholic beverage. In this instance, consequences will be administered as outlined in the discipline/behavior regulations in the Code of Conduct.

#### **Inhalant Abuse**

In addition to the prohibitions pertaining to alcohol, drugs and tobacco contained in this policy, no student shall inhale, ingest, apply, use or possess an abusable glue, aerosol paint or substance containing a volatile chemical with intent to inhale, ingest, apply or use any of these in a manner:

1. Contrary to directions for use, cautions or warnings appearing on a label of a container of the glue, paint aerosol or substance; and
2. Designed to affect the central nervous system, create or induce a condition of intoxication, hallucination or elation, or change, distort, or disturb the person's eyesight, thinking process, balance or coordination.

For purposes of this policy, inhalants are defined as follows, but not limited to:

Nitrous Oxide – Laughing Gas, Whippets, CO<sub>2</sub> Cartridge  
Amyl Nitrite – “Locker Room,” “Rush,” “Poppers,” “Snappers”  
Butyl Nitrite – “Bullet,” “Climax”  
Chlorohydrocarbons – Aerosol Paint Cans, Cleaning Fluids  
Hydrocarbons – Aerosol Propellants, Gasoline, Glue, Butane

Further, no student, 18 years of age or older, shall intentionally, knowingly or recklessly deliver or sell potentially abusable inhalant materials as listed above to a minor student.

No student shall intentionally use or possess with intent to use inhalant paraphernalia to inhale, ingest, or otherwise introduce into the body an abusable glue, aerosol paint or substance or other substance that contains a volatile chemical.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Inhalant Abuse** (continued)

Any student in the District schools found to be in possession of, using, distributing, or selling potentially abusable inhalant materials shall be subject to disciplinary action as outlined in this policy, up to and including suspension and a recommendation for expulsion. Violators of this policy may also be required to complete an appropriate rehabilitation program. The Superintendent shall propose and the Board of Education shall approve procedures and regulations to ensure that any student violating this policy is subjected to disciplinary action, and that any disciplinary actions imposed for similar violations are treated consistently.

The Board of Education shall incorporate into the curriculum at all levels education pertaining to potential inhalant abuse which is appropriate for students given their age, maturity, and grade level. Inhalant abuse educational programs/information for parents/guardians will be offered in a manner convenient to parents/guardians.

#### **Performance-Enhancing Drugs (including food supplement)**

In addition to the prohibition pertaining to alcohol, drugs, tobacco and inhalants, the Board of Education prohibits the use, possession, distribution or sale of performance-enhancing drugs, including anabolic steroids and food supplements, including Creatine, by students involved in school-related athletics or any co-curricular or extracurricular school activity/program, other than use for a valid medical purpose as documented by a physician. Bodybuilding and enhancement of athletic ability and performance are not considered valid medical purposes.

School personnel and coaches will not dispense any drugs, medication or food supplements except as in compliance with Connecticut State law, District policy and as prescribed by a student's physician, dentist, physician assistant or advanced practice registered nurse.

Students shall be made aware of the dangers of steroid abuse and that such abuse, unauthorized possession, purchase, or sale will subject them to disciplinary action and CIAC sanctions.

Students who violate this policy will be subject to disciplinary action. The Superintendent shall propose, and the Board of Education shall approve, procedures and regulations to ensure that any student violating this section is subjected to disciplinary action, and that any disciplinary actions imposed for similar violations are treated consistently.

It is the expectation of the Board that District schools, as members of the Connecticut Interscholastic Athletic Association (CIAC), require all athletes playing in CIAC-controlled sports to be chemical free.

## **Students**

### **Alcohol Use, Drugs, and Tobacco (continued)**

#### **Tobacco/E-Cigarette Use by Students**

There shall be no smoking or any other unauthorized use or possession of tobacco, tobacco products, including chewing tobacco or tobacco paraphernalia, and electronic nicotine delivery systems or vapor products by students in any school building or school vehicle at any time or on any school grounds during the school day, or at any time when the student is subject to the supervision of designated school personnel. Such as when the student is at any school function, extracurricular event, field trip, or school related activity such as a work-study program. An ongoing program of student support and counseling will be offered to provide support for students who wish to break the smoking habit.

Tobacco includes, but is not limited to cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, nicotine, nicotine delivering systems or vapor product, chemicals, or devices that produce the same flavor or physical effect of nicotine substances; and any other tobacco or nicotine innovations.

Students who violate this policy will be subject to disciplinary action. The Superintendent shall propose and the Board of Education shall approve procedures and regulations to ensure that any student violating this policy is subjected to disciplinary action, and that any disciplinary actions imposed for similar actions are treated consistently.

#### **Medical Marijuana**

The conditions which follow are applicable to a District student who holds a certificate authorizing the palliative use of marijuana issued by the Connecticut Department of Consumer Protection (DCP) for the medical use of marijuana as set out in P.A. 12-55, “An Act Concerning the Palliative Use of Marijuana” and as amended by P.A. 16-23.

The District will not refuse to enroll a student or otherwise penalize a student for being a medical marijuana certificate holder unless failure to do so would cause the school to lose a monetary or licensing benefit under federal law or regulations.

A student medical marijuana certificate holder is subject to, without bias, the same code of conduct and disciplinary standards applicable to all students attending District schools.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Medical Marijuana** (continued)

A student medical marijuana certificate holder shall not:

- Undertake any task under the influence of marijuana that would constitute negligence;
- Possess or engage in the medical use of marijuana
  - On a school bus;
  - On the grounds of any preschool, elementary or secondary school;
  - Utilize marijuana on any form of public transportation or in any public place;
- Operate, navigate, or be in actual physical control of any motor vehicle while under the influence of marijuana, except that a qualifying certified marijuana user for medical purposes shall not be considered to be under the influence of marijuana solely because of the presence of metabolites or components of marijuana that appear in insufficient concentration to cause impairment;
- Use marijuana in any manner not authorized by P.A. 12-55, as amended by P.A. 16-23; or
- Offer to give, sell, or dispense medical marijuana to another student or other individual on school property, in school-provided vehicles, at school events, or when functioning as a representative of the school.

If District officials have reasonable belief that a student may be under the influence, in possession of, or distributing medical marijuana, in a manner not authorized by the medical marijuana statute, law enforcement authorities will be informed.

A student who violates any portion of this policy shall be subject to disciplinary action and applicable criminal prosecution.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

#### **Use of CBD Products**

Students are prohibited from possessing, using, selling, delivering, manufacturing, or being under the influence of any substance containing cannabidiol (CBD) or tetrahydrocannabinol (THC), regardless of whether it constitutes a controlled substance under federal law.

- (cf. 5114 – Suspension/Expulsion)
- (cf. 5131 – Conduct)
- (cf. 5131.61 – Inhalant Abuse)
- (cf. 5131.62 – Steroid Use)
- (cf. 5131.612 – Surrender of Physical Evidence Obtained from Students)
- (cf. 5131.8 – Out of School Grounds Misconduct)
- (cf. 5131.92 – Corporal Punishment)
- (cf. 5144 – Discipline/Punishment)
- (cf. 5145.12 – Search and Seizure)
- (cf. 5145.121 – Vehicle Searches on School Grounds)
- (cf. 5145.122 – Use of Dogs to Search School Property)
- (cf. 5145.124 – Breathalyzer Testing)
- (cf. 5145.125 – Drug Testing-Extracurricular Activities)
- (cf. 6164.11 – Drugs, Alcohol, Tobacco)

Legal Reference: Connecticut General Statutes

1-21b Smoking prohibited in certain places.

10-19 Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome. Training of personnel.

10-154a Professional communications between teacher or nurse and student. Surrender or physical evidence obtained from students.

10-221(d) Boards of education to prescribe rules, policies and procedures re sale or possession of alcohol or controlled drugs.

21a-240 Definitions dependency producing drugs.

21a -240(8) Definitions “Controlled Drugs,” dependency producing drugs.

21a-240(9) Definitions “controlled substance.”

21a-243 Regulation re schedules of controlled substances.

## **Students**

### **Alcohol Use, Drugs, and Tobacco**

Legal Reference: Connecticut General Statutes (continued)

21a-408 et. seq. Palliative Uses of Marijuana (as amended by P.A. 16-23)

53-198 Smoking in motor buses, railroad cars and school buses.

P.A. 11-73 An Act Regulating the Sale and Possession of Synthetic Marijuana and Salvia Divinorum.

P.A. 12-55 An Act Concerning the Palliative Use of Marijuana.

P.A. 16-23 An Act Concerning the Palliative Use of Marijuana.

P.A. 14-76 An Act Concerning the Governor's Recommendations Regarding Electronic Nicotine Delivery Systems and Youth Smoking Prevention.

P.A. 15-206 An Act Regulating Electronic Nicotine Delivery Systems and Vapor Products

Federal Regulation 34 CFR Part 85 Drug-free Schools & Communities Act.

P.L. 114-95 Every Student Succeeds Act, Section 8573

Synthetic Drug Abuse Prevention Act of 2012. (part of s.3187, the Food and Drug Administration Safety and Innovation Act)

*New Jersey v. T.L.O.*, 469 U.S. 325 (1985).

*Veronia School District 47J v. Acton*, 515 U.S. 646. (1995)

*Board of Education of Independent School District No 92 of Pottawatomie County v. Earls* 01-332 U.S. (2002).

**Curriculum Subcommittee Meeting**  
**March 3, 2021, 5:30 p.m.**  
**Central Services**

Present:

David Peling  
Rosemarie Weber  
Brandon Webster

Sarah Thrall  
Jordan Grossman  
Jennifer Parsons

Absent:

Member of the Public: N/A

Meeting commenced at: 5:30 p.m.

Meeting adjourned at: 6:55 p.m.

1. Public Comment: N/A
2. Assistant Superintendent's Monthly Report: Discussions on: (a) curriculum planning as it relates to the MS schedule changes; (b) work being done to align areas of math, world language, and music (c) vaccine distribution update; (d) work being done by Equity team – review of anti-bias/anti-racist policy, student survey, and book club “Stamped”; (e) how math coaches will work with CREC consultant.
3. Curriculum Update: See notes above.
4. Policies:
  - Revised Policy 4118.231/4218.231 – Drug, Alcohol and Tobacco – Personnel: Policy approved by subcommittee to move forward to the full board with minor correction. BW made motion and DP second.
  - Revised Policy 5131.6 – Drug and Alcohol Use – Students: Policy approved by subcommittee to move forward to full board. DP made motion and BW second.
5. K-12 Math Progression: Lengthy discussion re: review of math program and noted gaps in curriculum around 8<sup>th</sup> grade math standards. Proposal to modify curriculum to offer accelerated options starting in 6<sup>th</sup> and 7<sup>th</sup> grades – offer three tracks for math studies to include applied math, college preparatory pathway and STEM or accelerated pathway. Administration will look to adopt new course resources for 21-22 school year – pilot resources in K-5 and algebra/geometry – assess and evaluate options for 11 and 12<sup>th</sup> grade.
6. Testing Update: SBAC will go forward this year. District inviting remote learners on campus to take SBAC tests. SAT will be offered in person only. No remote options available.
7. Other: N/A/

A motion was made by David Peling and seconded by Brandon Webster to adjourn the meeting. This motion passed unanimously at 6:55 p.m.



## UPCOMING DISTRICT EVENTS

March 12	Boys' Basketball vs. Suffield	6:30 p.m.	HS Main Gym
March 12	Girls' Ice Hockey vs. Simsbury	8:00 p.m.	Enfield Twin Rinks
March 13	Girls' Ice Hockey vs. Mercy-NWC	4:20 p.m.	Enfield Twin Rinks
March 15	Girls' Basketball vs. Canton	5:30 p.m.	HS Main Gym
March 17	Boys' Ice Hockey vs. EO Smith/Tolland	3:50 p.m.	Enfield Twin Rinks
March 17	Finance Subcommittee Meeting	5:30 p.m.	Central Services
	Board of Education Meeting	7:00 p.m.	HS Aud./Zoom
March 17	Boys' Basketball vs. East Granby	6:45 p.m.	HS Main Gym
March 19	Boys' Basketball vs. Canton	5:30 p.m.	HS Main Gym
March 19	Boys' Ice Hockey vs. Rocky Hill	8:20 p.m.	Enfield Twin Rinks
March 22	Early Release All Schools – Conferences		
March 22	Evening Conferences – Kelly Lane		
March 23-24	Early Release Elementary Only – Conf.		
March 23	Evening Conferences – Wells Road		
March 24	CT SAT Testing Day		
March 24	Superintendent's Community Conversation	2:00 p.m.	Via Zoom
March 25	Early Release All Schools – Prof. Dev.		
March 25	Granby Spirit Day – Kelly/Wells		
March 27	Spring Coffeehouse	7-9 p.m.	Livestream Event
March 29	Board of Finance Meeting	7:00 p.m.	TBD & Via Zoom
April 2	Holiday – No School		Offices Closed
April 5	PTO & MS/HS PAC Meeting	6-7:00 p.m.	Virtual Event
April 7	Curriculum Subcommittee Meeting	5:30 p.m.	Central Services
	Board of Education Meeting	7:00 p.m.	HS Aud./Zoom
April 12-16	April Break – No School		