

Regular Board of Education Meeting

Wednesday, June 2, 2021 7:00 PM

High School Auditorium* *All attendees must wear masks and maintain social distance. 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.)

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

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

B. Superintendent's Announcements (5 min.)

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

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

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

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

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

D. Student Representative Reports (5 min.)

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

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

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

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

Attachments:

Approved Minutes 5-19-21

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Rationale: The Board will approve/amend the minutes of the May 19, 2021 Board of Education meeting.

IV. Old Business

A. Revision to 2021-2022 School Calendar (5 min.)

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

Attachments:

Revised 2021-2022 Calendar

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Rationale: The Board will discuss changes to the school calendar as follows: Moving the Monday, March 21, 2022 early release day for professional development to Friday, March 11, 2022; early release for parent conferences (secondary schools only) on March 22, 2022; and, early release for parent conferences (elementary schools only) March 23-25, 2022. The new school schedules have also been added to calendar reflecting 10 minutes added to the school day.

V. New Business

A. Fresh Picks Food Service Contract Amendment (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.*

Attachments:

Food Service Contract Renewal Amendment

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Rationale: The Board will discuss the amendment to the Fresh Picks Food Service Contract for the 2021-2022 school year.

B. Annual Technology Report (15 min.)

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

Rationale: Mr. Jon Lambert, Director of Technology, will present the Annual Technology Report to the Board.

C. Granby Equity Team Presentation (20 min.)

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

Attachments:

Granby Equity Team Update

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Rationale: Ms. Jennifer Parsons, Assistant Superintendent, and members of the Granby Equity Team will update the Board on the Anti-Racism/Anti-Bias Plan.

D. Superintendent Contract Approval (5 min.)

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

Rationale: The Board will discuss the approval of the Superintendent's Contract effective July 1, 2021 through June 30, 2024.

VI. Miscellaneous (20 min.)

A. Board Standing Committee Reports

1. Curriculum/Policy/Technology/Communication

2. Finance/Personnel/Facilities

Attachments:

Approved Finance SC Minutes 4-21-21

19

B. Other Board-Related Reports

1. CREC/CABE

2. Granby Education Foundation

C. Calendar of Events

Attachments:

D. Board Member Announcements

E. Action Items

VII. Executive Session/Non-Meeting

Regular Board of Education Meeting – Approved Minutes
May 19, 2021, 7:00 p.m.
High School Auditorium/Zoom

Present Board Members: Jenny Emery, Mark Fiorentino (via Zoom), Sarah Thrall (via Zoom), Rosemarie Weber, Brandon Webster, and Jacob Scotto (via Zoom) and Jack DeGray (Student Representative)

Absent Board Members: Melissa Migliaccio and David Peling

Rosemarie Weber, Board Secretary, called the meeting to order at 7:01 p.m.

I. Administrative Reports

I.A. Chairman's Corner

Ms. Rosemarie Weber, Board Secretary, stated our Chair and Vice Chair are online via Zoom this evening. Sarah Thrall apologized for not being present this evening to present the CAFE leadership awards. She welcomed Ms. Branda and GMS Student Council who were present for Schools in the Spotlight tonight.

I.B. Superintendent's Announcements

- Dr. Grossman welcomed middle school administration, staff and students here this evening.
- Last week we celebrated our school nurses. A special thank you to all of our nurses for going above and beyond this year. The district is grateful for all of their hard work, patience and care given to our staff and students.
- Congratulations to our CAFE student leadership award recipients this evening.
- The CAFE Board Recognition Award Application was submitted last week.
- Monitoring Kindergarten enrollment very closely. Numbers are sitting at 119 students registered and we are still waiting on our Open Choice seats; however, we are on target with our 125 student projection.
- The District will receive funds from the America Cares Grant of \$516,901 with \$102,380 devoted to student learning recovery for the next two years. Grant applications will be sent to us next week.
- SBAC and AP testing are complete. Juniors will be taking the NGSS on May 24th.
- The collaborative effort of food services with the Granby/East Granby Public Schools continues to run smoothly. Conversations are going well with providing breakfasts and lunches next year which will be free for another year.
- The collaborative effort last week under the leadership of Mike Dunn and Jacky Paton went very well with 15 students attending along with the Professor and Dean of the University of Saint Joseph.
- The 8th Grade moving-up ceremony will be held outside this year on the high school athletic practice field on Monday June 7th
- Angela Ehrenwerth was introduced at the SEPTO meeting this week and also toured all of the buildings today.
- The last Granby Equity Team Wed May 26th.
- Board members are invited to walk with Dr. Grossman and a First Grade class in the Memorial Day Parade.
- The next Board Meeting will be held on Wednesday, June 2nd. In the afternoon on this day, the district will recognize retirees and 25-year employees. Board members are encouraged to attend. Please let Linda know.

Jenny Emery inquired if the influx of students other than Kindergarten across the grade levels can be determined. Dr. Grossman stated in speak to administration and looking at projections, we are closely in line with our projections.

I.C. CAFE Student Leadership Awards

The Board recognized middle school students, Sydney Henry and Otto Gotberg, Grade 8, as well as high school students, Jacob Scotto, Grade 11, and Jack DeGray, Grade 12, as this year's recipients of the CAFE Student Leadership Awards. Ms. Weber recited the criteria of the CAFE leadership award, read a biography on each student and presented them with their award.

I.D. Schools in the Spotlight

Ms. Shannon Branda, Resource Teacher and Student Council Advisor, and students Annie Baldwin, Natalie D'Amato and Lily Heitman informed the Board of the work done this year by the Student Council at Granby Memorial Middle School. The students shared that they joined Student Council to make a difference in the school and in the community as well as shared what was accomplished this year, such as, running a book drive, food drive and toy drive. Student Council also organized PJ Day raising 1,700 for the Connecticut Children's Medical Center. Jenny Emery inquired if there are elected positions in Student Council. The students said anyone can join and there are students in Grades 6-8 involved. Ms. Weber inquired how they get members and the students stated that announcements were made as well as word of mouth between students.

I.E. Assistant Superintendent's Report

Ms. Jennifer Parsons, Assistant Superintendent, provided updates from the Assistant Superintendent's office. Ms. Parsons stated this afternoon she met with the District Leadership Team consisting of coaches, content area specialists and administration to talk about the accomplishments across all of the departments and buildings this year and how to move forward next year to improve instruction across the board. Planning is full speed ahead for summer and fall opportunities and it has been quite busy with hiring and staffing. The last two weeks we will finish the year strong, although some of the restrictions are becoming more optional than required; however, will be sharing the CDC guidelines that masks are still required in school buildings. The FVHD successfully launched their vaccination clinics for 12-16 year olds yesterday which were well run and filled up quickly. Ms. Parsons shared the Granby Equity Team is working on the 21-day equity challenge in partnership with the YMCA and there will be more information to come. Jenny Emery asked for a brief update on the News Studio. Ms. Parsons stated there were some follow-up questions from our last presentation. Dr. Grossman stated the GEF had a great meeting on Monday evening and stated we should hear in the next couple of days if they will grant the project. Brandon Webster inquired if there is any insight from the FVHD when a new plan might be rolled out in the fall. Ms. Parsons stated that is the question of the day, week and month but waiting to see what comes out from the SDE in conjunction with the State Department of Public Health. Other than remote learning, not being required next school year, no other information has been received.

I.F. Student Representative Reports

- Jack DeGray stated AP testing ended this week with many students awaiting their scores which will be released in July.
- The boys' baseball team is 6-9 with their Senior Night coming up next Tuesday against Northwestern; softball continues to impress with a 15-1 record and their Senior Night is next Wednesday against Canton; track and field had their Senior Day today as they await the upcoming state and regional tournaments; boys' lacrosse is 5-8 with a game against Newington tomorrow and their Senior Night is next Wednesday against Canton; and, girls' lacrosse is 5-7 playing against Glastonbury today with their Senior Night also next Wednesday against Suffield.
- Jacob Scotto stated the concert band will perform at 6:30 p.m. tomorrow evening in the parking lot of the high school.
- The concert choir will perform on Thursday, May 27th in front of the high school.
- The Drama Club will record its performance of Actor's Nightmare and will release it at a later date.
- Boys' tennis had their last home match of the season at home against Ellington on Monday and ended the season with an 11-3 record and girls' tennis had a home match today against East Granby with a record of 8-6.
- Robotics has continued to meet after school and will participate in some off-season events to close out the year.

Jenny Emery inquired if the band events can be extended to the broader community. Dr. Grossman stated that should be absolutely fine as the Granby community has been great in following the guidelines.

I.G. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the April 2021 statement of accounts and stated after the receipt of grant funds the general fund forecast is better than budgeted \$66K better than previous month by \$52K. Special education is over-budget by \$16K with no change. Regular education is positive at \$82K which is better than the previous month by \$52K. Overall the forecast for the general fund is expected to be positive. The balance in Q&D is better than budgeted by \$99K which is an increase from last month. The savings is due to limited extracurricular activities and reduced enrollment in the Asnuntuck and VoAg programs due to the pandemic. For FY21, the overall projection for revenue is better than last month by \$13K due to pay-for-participation revenues. Ms. Robbins stated she is working to submit our final grant fund request for the end of the year and working on applications for grants made available by the government and state. Jenny Emery stated given the added expenses built in last summer occurred long after the budget was adopted, it is nothing short of astonishing that the year is ending this way. The Business Office and Administration have been on the ball looking for grant funds and staying on top of everything this year. Kudos to the Business Office and to Jordan for his leadership. Rosemarie Weber inquired if the reduced enrollment in the Asnuntuck program is due to the pandemic. Dr. Grossman referred to Mr. Dunn, High School Principal, who stated that is exactly the issue this year and that....

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 Jenny Emery to adopt the consent agenda. This motion passed at 7:39 p.m. with two abstentions (Jenny Emery and Brandon Webster).

IV. Old Business

IV.A. School Improvement Plan Update: Middle School

Mr. Taylor Wrye, Principal, presented an update to the School Improvement Plan for Granby Memorial Middle School as well as a new middle school schedule for 2021-2022 school year. Mr. Wrye reviewed the Vision, Mission and District Achievement Goal of school climate and stated the middle school worked with two groups: JoAnn Freiberg & Patricia Ciccone, School Climate Consultants, as well as Kerry Lord and Patricia Nelson from the CT Center for School Change, to make positive changes. Mr. Wrye shared many of the events that staff and students engage in to acknowledge that school life quality and character directly impact student development, learning and achievements. For the student achievement goal to improve overall student academic performance by increasing Student Growth Percentile (SGP) in the STAR assessment in the subject areas of English Language Arts and Mathematics, Mr. Wrye shared that student growth for middle school students was reviewed for Math and Reading and 59% of students at GMMS are performing at proficient levels. In Reading, a total of 62% of students attained high growth and 71% of students attained high proficiency. In Math, a total of 59% of students attained high growth and 42% of students attained high proficiency. For the instructional GMMS staff expanding their knowledge and use of learning technologies, students must be prepared to thrive in a constantly evolving technological landscape and the International Society of Technological Education (ISTE) standards are designed to empower student voice in the learning process and engage them in a modern pedagogical approach.

The GMMS master schedule for the 2021-2022 school year was discussed. Survey results from teachers, parents, students and administration were used as a guide. Mr. Wrye stated there are 415 minutes in the school day. The committee carved out some non-negotiable items such as World Language every day for Grades 7 & 8; expanded World Language offerings for Grade 6; and students having the option of selecting both band and chorus every other day to name a few. After months of hard work and research, a new schedule was developed with eight (8) 50-minute periods. Unified Arts classes will be back-to-back and a flex block or academic enrichment will be used for recess, student health and so much more. Next year there will be a student-centered middle school team model which will focus on restorative practices, collaborative practices and shifting the math curriculum to meet the needs of all of our students as well as aligning our World Language curriculum. Jenny Emery inquired about student proficiency from prior years. She would like help to interpret if the numbers presented tonight for proficiency are good numbers. Mark Fiorentino inquired about the goal to increase the student growth percentile and the chart informs us if the goal was attained. Mr. Wrye stated the STAR assessment is a nation-wide assessment and students who have made significant growth (40 points) in their performance and are still learning and growing. Ms. Parsons stated Granby is above average nationally at 59% and 62% with regard to growth. She stated the 71% proficiency on reading is higher than what we have seen but certainly the 42% in math is lower. Mark Fiorentino stated he would appreciate the data from last year. Sarah Thrall inquired if the high proficiency is at grade level standards or above grade level and, if the latter, how are we reflecting about students at grade level. Mr. Wrye stated students are achieving grade level standards on SBAC. Rosemarie Weber stated this year it is hard to measure anything; however, moving forward, she would like to see how we are measuring what we are putting in place is effective for our students. Brandon Webster commented that the Board is used to seeing action steps taken on the goals and Dr. Grossman stated baseline data was needed from the middle school as to where we are, where are we going and what are the specific plans.

V. New Business

V.A. Middle School Roof Completion Approval

The Board considered the approval of the completion of the middle school roof project. A motion was made by Jenny Emery and seconded by Brandon Webster that the Granby Board of Education accept the Granby Memorial Middle School Roof Replacement, State Project No. 056-0051 RR, as complete as recommended by the School Projects Building Committee. JE stated this is one of the first bonded projects. A lot of great work by Shannon Sullivan and the Building Committee. This motion passed unanimously at 8:17 p.m.

VI. Miscellaneous

VI.A. Board Standing Committee Reports

VI.A.1. Finance/Personnel/Facilities

Jenny Emery reported this Subcommittee met this evening to discuss the statement of accounts; talked about the roof replace; annual facilities report from Shannon Sullivan highlighting work done in the district this year; amendment of the food service contract – looking good that the large hole in food service cost this year is filling fast; and, reviewed an updated needs assessment in anticipation of a little bit of surplus this year – looking at one repair to the middle school boiler for \$10,000.

VI.B. Other Board-Related Reports

VI.B.1. CREC/CABE

Mark Fiorentino reported CREC met today but he was not able to attend. He will review the minutes and report out at the next meeting.

VI.B.2. Granby Education Foundation

Jenny Emery reported the GEF met on Monday evening; however, she was not able to attend. She stated another grant was approved for Kelly Lane and that the smaller grants are picked up as they go along and there is potential for the GEF to support the major grant of the GMHS News Studio.

VI.C. Calendar of Events

Rosemarie Weber stated the calendar of events shows a lot of end-of-year events and activities.

VI.D. Board Member Announcements

There were no Board member announcements this evening.

VI.E. Action Items

There were no action items this evening.

VII. Executive Session/Non-Meeting

A motion was made by Brandon Webster and seconded by Jenny Emery to adjourn the meeting and enter into an Executive Session to discuss a personnel-related matter. This motion passed unanimously at 8:23 p.m. The Executive Session adjourned at approximately 8:33 p.m.

Respectfully submitted,

Rosemarie Weber
Board Secretary

Granby Public Schools 2021-2022 Calendar

AUGUST (4 days)				
M	T	W	T	F
16	17	18	19	20
23 ^{PD}	24 ^{PD}	25 ^{PD}	26*	27
30	31			

SEPTEMBER (20 days)				
M	T	W	T	F
		1	2♦	3
6 ^H	7	8	9♦	10
13	14	15	16 ^H	17
20	21	22	23♦	24
27	28	29	30♦	

OCTOBER (19 days)				
M	T	W	T	F
				1
4	5	6	7♦	8
11 ^H	12 ^{PD}	13	14♦	15
18	19	20	21♦	22
25	26	27	28♦	29

NOVEMBER (19 days)				
M	T	W	T	F
1	2 ^{PD}	3	4♦	5
8	9	10	11♦	12
15	16	17	18 ^{ES}	19
22	23	24	25 ^H	26 ^V
29	30			

DECEMBER (16 days)				
M	T	W	T	F
		1	2♦	3
6 ^{EE}	7 ^{EE}	8 ^{EE}	9♦	10
13	14	15	16♦	17
20	21	22	23 ^V	24 ^V
27 ^V	28 ^V	29 ^V	30 ^V	31 ^V

JANUARY (20 days)				
M	T	W	T	F
3	4	5	6♦	7
10	11	12	13♦	14
17 ^H	18	19	20♦	21
24	25	26	27♦	28
31				

FEBRUARY (18 days)				
M	T	W	T	F
	1	2	3♦	4
7	8	9	10♦	11
14	15	16	17♦	18
21 ^H	22 ^V	23	24♦	25
28				

MARCH (23 days)				
M	T	W	T	F
	1	2	3♦	4
7	8	9	10♦	11
14	15	16	17♦	18
21	22 ^{ES}	23 ^{EE}	24 ^{EE}	25 ^{EE}
28	29	30	31♦	

APRIL (16 days)				
M	T	W	T	F
				1
4	5	6	7♦	8
11 ^V	12 ^V	13 ^V	14 ^V	15 ^H
18	19	20	21♦	22
25	26	27	28♦	29

MAY (20 days)				
M	T	W	T	F
2	3	4	5♦	6
9	10	11	12♦	13
16	17	18	19♦	20
23	24	25	26♦	27 ^{PD}
30 ^H	31			

JUNE (5 days)				
M	T	W	T	F
		1	2	3
6	7*	8+	9+	10+
13+	14+	15	16	17
20	21	22	23	24
27	28	29	30	

- * First/Last Day of School
- Holiday/Vacation/PD - No School
- ♦ HS PLC Late Arrival
- / Early Release All Schools
- EE Early Dismissal Elementary Only
- ES Early Dismissal Secondary Only
- + Emergency Days

School Breaks: Dec. 23, 2021-Dec.31, 2021 ♦ February 21-22, 2022 ♦ April 11-15, 2022

Kelly Lane Primary School

Aug. 25 PK-Grade 2 Meet & Greet
 Sept. 7 Grade 1 Curriculum Night
 Sept. 9 Grade 2 Curriculum Night
 Sept. 13 Pre-K/K Curriculum Night
 Dec. 6-8 Early Release (Conf.)
 Dec. 6 Evening Conferences
 Jan. 10 Early Release (Prof. Dev.)
 Mar. 11 Early Release (Prof. Dev.)
 Mar. 23-25 Early Release (Conf.)
 Mar. 23 Evening Conferences
 June 7 Last Day of School

Wells Road Intermediate School

Aug. 25 Grades 3-5 Meet & Greet
 Sept. 20 Grade 3 Curriculum Night
 Sept. 21 Grade 4 Curriculum Night
 Sept. 23 Grade 5 Curriculum Night
 Dec. 6-8 Early Release (Conf.)
 Dec. 7 Evening Conferences
 Jan. 10 Early Release (Prof. Dev.)
 Mar. 11 Early Release (Prof. Dev.)
 Mar. 23-25 Early Release (Conf.)
 Mar. 24 Evening Conferences
 June 7 Last Day of School

Granby Memorial Middle School

Aug. 25 Grade 6 Meet & Greet
 Sept. 14 Curriculum Night
 Nov. 18 Early Release (Conf.)
 Nov. 18 Afternoon/Evening Conf.
 Jan. 10 Early Release (Prof. Dev.)
 Mar. 11 Early Release (Prof. Dev.)
 Mar. 22 Early Release (Conf.)
 June 6 Gr. 8 Moving Up Ceremony
 June 7 Last Day of School

Granby Memorial High School

Aug. 25 Freshman Orientation
 Sept. 2 Curriculum Night
 Nov. 18 Early Release (Conf.)
 Nov. 18 Afternoon/Evening Conf.
 Jan. 10 Early Release/Prof. Dev.
 Mar. 11 Early Release (Prof. Dev.)
 Mar. 22 Early Release (Conf.)
 June 7 Last Day of School*

* Please note that the date for graduation will be set at a later date.

SCHOOL	STUDENT/REGULAR HOURS	TEACHER/REGULAR HOURS	EARLY RELEASE	DELAYED OPENING
Middle School/High School	7:35-2:30	7:15-2:45	7:35-12:10	9:35-2:30
Wells Road Int. School	8:30-3:25	8:10-3:40	8:30-1:05	10:30-3:25
Kelly Lane Primary School	8:30-3:25	8:10-3:40	8:30-1:05	10:30-3:25
Pre-School (A.M.)	8:45-11:15	8:10-3:40	8:45-10:15	No Session*
Pre-School (P.M.)	12:30-3:00	8:10-3:40	11:00-12:30**	12:30-3:00

*AM Pre-School will be cancelled if there is a 2-hour delay due to inclement weather.

**PM Pre-School will be cancelled if there is an unscheduled early release due to inclement weather.

BOE Approved 11-18-20; Rev. _____

2021-22 SFA – FSMC Contract Renewal Amendment (Per Meal Fees)

This renewal amendment is between Granby Public Schools (SFA) and the Fresh Picks (FSMC) and constitutes Amendment No.1.

WITNESSETH:

WHEREAS, the parties entered into a certain Food Service Management Agreement, dated 07/01/20 as amended by Addendum No. 1 dated 05/19/21 and Addendum No. 2 dated N/A and Addendum No. 3 dated N/A (collectively, the “Agreement”) whereby, the FSMC manages and operates the SFA’s USDA Child Nutrition food service program in Granby, CT; and

WHEREAS, the parties now desire to amend the aforesaid agreement;

NOW, THEREFORE, in consideration of the promises herein contained and for other good and valuable consideration, the parties hereto agree as follows:

1. Both parties mutually agree to extend the Agreement beginning July 1, 2021 and ending June 30, 2022, unless terminated by either party as hereinafter provided. (Section 16.1)
2. This agreement may be further amended for up to three (3) one-year renewal(s) with mutual agreement. (Section 16.1 B)
3. Any and all references to the “2020-21” school year shall be amended to read “2021-22”
4. Section 12.11 (C) shall be amended to read “The FSMC’s Management per Meal Fee (FSMC’s profit) for August/September – June is: \$.0627 per meal each month for ten (10) months. (Per calculation below based on the agreed upon percentage not to exceed the March 2021 Consumer Price Index (CPI) – Food Away From Home, Northeast Urban 4.5%)”.

Management Fee			
2020-21 Per Meal Fee	CPI%	Fee Increase	2021-22 Per Meal Fee
.06	4.5	.0027	.0627

5. Section 12.11 (D) shall be amended to read “The FSMC’s Administrative per Meal Fee (FSMCs corporate costs) for August/September – June is: \$.1881 per meal per month for ten (10) months. (Per calculation below based on the agreed upon percentage not to exceed the March 2021 Consumer Price Index (CPI) – Food Away From Home, Northeast Urban 4.5%)”.

Administrative Fee			
2020-21 Per Meal Fee	CPI%	Fee Increase	2021-22 Per Meal Fee
.18	4.5	.0081	.1881

The following functions are the FSMC’s responsibility and will be included in such fees:

- Corporate supervision;
 - Financial reporting and analysis;
 - Field auditing;
 - Marketing assistance; and
 - Purchasing administration.
6. Additional changes (must be reviewed for material changes to the contract)

This renewal amendment is effective July 1, 2021, provided both parties execute this renewal by June 30, 2021. If this renewal amendment is executed after June 30, 2021, the effective date will be the date this document is fully executed.

Signature of Food Service Management Company's Authorized Representative

Title

Date

Printed Name of Food Service Management Company's Authorized Representative

Signature of School Food Authority's Authorized Representative

Title

Date

Printed Name of School Food Authority's Authorized Representative



Granby Public Schools

Anti-Bias and Anti-Racism Action Plan

2020-2021

(updates added 4/28/21)

Granby Board of Education Members

Sarah Thrall - Board Chair
Mark Fiorentino - Vice Board Chair
Rosemarie Weber - Secretary
David Peling
Jenny Emery
Melissa Migliaccio
Brandon Webster

Granby Public Schools Administration

Jordan E. Grossman, Ed.D., Superintendent
Jennifer M. Parsons, Assistant Superintendent
Aimee Martin, Director of Pupil Services
Mike Dunn, Principal, Granby Memorial High School
Kimberly Calcasola, Ed.D., Assistant Principal, Granby Memorial High School
Julie Groene, Assistant Principal, Granby Memorial High School
Taylor Wrye, Principal, Granby Memorial Middle School
Heather Tanis, Assistant Principal, Granby Memorial Middle School
Pauline Greer, Principal, Wells Intermediate School
Colleen Bava, Principal, Kelly Lane Primary School
Anna M. Robbins, Business Manager
Jon Lambert, Director of Technology
Shannon Sullivan, Director of Facilities

Granby Public Schools Equity Team 2020-21

Steering Committee:

Sarah Amara, Wells Road Reading Interventionist
Ann Belding, GMMS/GMHS Reading Specialist
Pauline Greer, Wells Road Principal
Kerry Lord, Connecticut Center for School Change
Patrice Nelson, Connecticut Center for School Change
Jennifer M. Parsons, Assistant Superintendent
Jacky Paton, GMHS Science Department Chair

Membership:

David Anderson, Parent
Colleen Bava, Kelly Lane Principal
Dan Bodman, Parent
Kim Bressemer, GMHS Psychologist
Jalyn Brown, Graduate
Alicia Budney, Wells Road Teacher
Mike Dunn, GMHS Principal
Sandra Fisher, Community Member
TJ Green, GMHS Student
Jordan E. Grossman, Ed.D., Superintendent
Lynn Guelzow, Community Member
Talina Hogan, Parent
Ursula Jackson, Wells Road Social Worker
Raleigh Leggett, Parent
Kenya Mouning, Graduate
Rose Mouning, Parent
Kim Narciso, Kelly Lane Teacher
Adesuwa Okoro, GMHS Student
Cheryl Page, Kelly Lane Social Worker
Dave Peling, Board of Education
Clark Pfaff, Community Member
Raquel Porter, Parent
Karen Richmond-Godard, GMHS Teacher
Laurie Smith, Wells Road Library Media Specialist
Heather Tanis, Assistant Principal, Granby Memorial Middle School
Harlem Van Cole, GMHS Student
Kathy Waddington, GMMS Teacher
Ivana Walker, GMMS Staff
Cathy Watso, Community Member
Anne Zummo-Malone, Parent

Granby Equity Team's Action Plan to Support Anti-Bias and Anti-Racism

Granby Public Schools' Equity Statement:

Equity in the Granby Public Schools ensures practices that allow all students to achieve at high levels, and that outcomes are not predicted by race, religion, ethnicity, socioeconomic status, gender, gender identity, or sexual orientation; and barriers are removed to meet the needs of students of all abilities and backgrounds; thereby realizing the district mission for all students to become powerful thinkers, effective collaborators, and compassionate contributors.

Granby Equity Team Mission:

The Granby Equity Team will lead the district in creating and holding all stakeholders accountable for an Anti-Bias Anti-Racism action plan that increases consciousness, responsiveness, and advocacy around critical race and equity issues.



Key Networks -

<p>Granby Equity Team (GET) Steering Committee: The Steering Committee for 2020-21 will consist of Jennifer Parsons (Assistant Superintendent), Pauline Greer (Principal, Wells Road Intermediate School), Jacky Paton (Science Teacher Granby Memorial High School), Ann Belding (Secondary Schools Literacy Coach) and Sarah Amara (Interventionist, Wells Road Intermediate School). The purpose of this team will be to keep the momentum going around this important work and develop a cohesive and systemic approach. This committee will plan GET meetings in conjunction with the Connecticut Center for School Change (CCSC) and develop a progression and throughline for the larger team's experiences.</p>				
<p>Granby Equity Team (GET): The Granby Equity Team should have 2-3 teacher representatives from each building in addition to an administrator, students (6-12) and parents. Currently additional representation from GMMS is needed. Parent representatives from all resident towns will be invited. The commitment will be to attend monthly evening meetings that are two hours in length and come prepared to fully participate and contribute to the team. The membership will be expected to bring back and help lead the work of the GET in their buildings or with their constituent groups. Within meetings the GET will create and oversee the Anti-Bias Anti-Racism Action Plan, monitor and measure the work, participate in experiential learning to develop consciousness, and establish a common language for talking about equity and race issues.</p>				
<p>Board of Education Initiatives: The Board of Education (BOE) representative will report out to the full BOE on the work of the GET and coordinate with key members of the BOE that would like to pursue additional experiences. BOE members will participate in consciousness building activities.</p>	<p>Parent or Community Forums: The parents and community members on the GET belong to additional networks in which they will share and report out on the work of the Granby Public Schools, promote collaborations and gather feedback.</p>	<p>Student Leadership Groups: The students involved on GET will collaborate with their student leadership groups and meet with advisors to plan for student based awareness activities.</p>	<p>School Based Staff: The school based GET members will collaborate with their school based leadership teams to embed the work of the GET in school level planning. All staff will participate in ongoing professional learning with the CCSC.</p>	<p>Administrative Community of Practice (COP): The administrative team will work with the CCSC four times over the course of the year to develop leadership skills related to equitable experiences for all learners.</p>

Actions to Build Consciousness:

“Increase awareness and understanding of faculty, staff, and students on the impact of racism, bias, and marginalization on student experiences and outcomes.”

Actions	Target Audience	Responsible	Timeline	Supporting Data	Update
Embed conscious building activities such as “Experiences to Explore Equity” (E3’s) along with work to develop common vocabulary into GET meetings.	GET members	GET Steering and CCSC	9/23, 10/28, 12/9, 1/27, 2/24, 3/31, 4/28, 5/26	vocabulary feedback	Completed to date
Develop and deliver, in conjunction with the CCSC, a series of professional learning experiences for staff that increases their consciousness around racial identity and implicit bias.	staff	GET Steering and CCSC	8/27, 10/13, 2/10 , 5/28, add June date	feedback survey data	Completed to date
Develop awareness within the Board of Education forum through ongoing updates on the work of the GET.	BOE	Assistant Superintendent	ongoing	feedback	BOE retreat completed, BOE rep on GET, BOE updates
Gather information from key stakeholders including students, staff, and families on their experiences in relation to bias and racism in the school setting	students staff families	GET	late winter	survey data	Student survey drafted and will be sent following climate survey
Conduct ongoing data review to inform key district-wide systems such as identification for student supports and programming. Analyzing discipline rates and academic achievement to identify trends and achievement and opportunity gaps.	students	GET	ongoing	data analysis	Will be focus for 2021-22 school year, concurrent with review of data collection systems
Build the mindset and tools needed to review lesson development and curriculum units with an equity lens.	staff	DLT/Coaches	ongoing	feedback toolkit	Preliminary work embedded, toolkit needs to be developed

Offer optional quarterly book club discussions for staff through the Better World Book Club.	staff	Library Media Specialists	quarterly	participation	On hold this year
Conduct a book discussion of <u>Waking Up White</u> with a small group of BOE members, teachers, and administrators followed by a larger group virtual session with author Debbie Irving, “I’m a Good Person, Isn’t that Enough?”	designated small group and large group	Assistant Superintendent	Book Club 11/1 - 12/23 Event 1/13	feedback participation	Completed with over 100 participants in attendance

Notes:

Actions to Build Responsiveness:

“Increase capacity of school and district leaders to actively lead for equitable opportunities, experiences, and outcomes for students, in particular addressing the abilities and mindsets necessary to implement equity-focused classroom practices.”

Actions	Target Audience	Responsible	Timeline	Supporting Data	Update
Establish protected time and space for regular equity based discussions (morning circles, advisory, etc...) and build teacher tool boxes for approaching conversations.	students staff	Building Principals	ongoing	schedules tool box	Temporary schedules this year, toolkits being built
Develop leadership capacity and action planning strategies for equity through the administrative COP.	administrators	Assistant Superintendent & CCSC	9/21, 11/23, 1/25, 3/15	DIP/SIP	All completed
Determine areas in need of adjustments and coordinating strategies for improvement based on review of discipline and academic data, including district and school policies and procedures.	all	GET/DLT	spring	action steps	Dependent on data review in above action step, 2021-22 focus
Develop an equity lens for use by teachers and staff when reviewing data at ongoing PLC meetings that involves disaggregating data.	staff	GET/DLT/Coaches	ongoing	data discussions	PLC and data discussion protocols being

					revised to include equity lens
Identify culturally responsive texts to embed into existing curriculum units.	students	DLT/Coaches/Teachers	ongoing	book selection	Ongoing with all new unit development and curriculum review, focus on ELA/SS
Create a webpage with book lists and resources addressing equity, racism, and bias.	staff students families	GET Steering and CCSC	late winter	use of resources	Dedicated website established, content being vetted
Develop comprehensive wrap-around supports for Open Choice participants including establishing partner family and alumni connections, additional supports for orientation, retention and college and career transitions.	students families	Choice Liaisons Administrators Assistant Superintendent	spring	menu of supports	Exploring strategies for Open Choice recruiting and retention
Design and implement a community book club, proposed title - Stamped: Racism, Antiracism, and You.	all	committee, including CREC consultant	2/1-3/31	participation	Completed over 125 books distributed
Explore partnership with CREC for Minority Teacher In-Residence Program.	workforce	Superintendent and Assistant Superintendent	ongoing	increase in minority teacher percentage	Budget approved and hoping to match mentor and resident within the month
Engage in celebrations of culture and diverse backgrounds.	students	student groups student advisors	ongoing	events participation	Ongoing, limited with COVID this year

Notes: Network goal

Actions to Build Advocacy:

“Increase agency and action to actively address issues of racism and equity in Granby Public Schools.”

Actions	Target Audience	Responsible	Timeline	Supporting Data	Update
Develop a Vision of a Graduate with equity and embedded within the vision. Ensure students within GPS feel seen and heard and that their voices matter.	students	Administrators/DLT	spring	vision of a graduate documents	Draft VOG created and being vetted
Engage a community partner to co-facilitate the 21 Day Equity Challenge.	all	committee, including community partner	spring	participation	Planning stages with YMCA
Exploration of curriculum resources including Teaching Tolerance Social Justice Standards.	students	DLT/Coaches	spring-summer	adoption of resources	Not yet begun
Conduct a curriculum audit with an equity lens to ensure perspectives and counter perspectives are included when developing understanding of an event or concept.	students teachers	Administrators/DLT	summer through to 2021-22 school year	curriculum revisions	Not yet begun
Hold open sessions for teachers and students to have dialogue around race and bias.	teachers students	GET Steering teachers	ongoing	participation	Ongoing - networks
Create a plan to expand the BRIDGES program facilitated by students for students.**	students	High School Principals	spring-summer	participation	Meeting held with NCCJ to orient to program, renewal of partnership when services start back in fall, creation of student clubs

Finance Subcommittee Meeting – Draft Minutes

April 21, 2021, 5:30 p.m.

Central Services/Google Meet

Attendance:

Jenny Emery	Present	Jordan Grossman	Present
Mark Fiorentino	Absent	Anna Robbins	Present
Melissa Migliaccio	Present		
Sarah Thrall	Present		

Meeting commenced at 5:02 p.m. Meeting adjourned at 6:34 p.m.

1. Public Comment: None

2. Approve Minutes from the Finance Subcommittee Meeting on March 17, 2021: Melissa moved, and Jenny seconded approval. Passed unanimously.

3. March Statement of Accounts: Anna discussed the accounts through March. Through the closing of purchase orders, loss of one part-time custodian position, and changed in special ed requirements, the overall picture is now positive. Some of the improvement was offset by increased cost estimates related to nursing services (contact tracing, etc.) and sub statute teachers (also Covid-related). Of note is the \$134k of grant money that was awarded for expenses incurred prior to July 1, 2020, and therefore is accounted for as new revenue to the Town. Expectations are for the bottom line to continue to improve through year end.

4. Year-End Assessments: Administration has created a prioritized list of items that need to get addressed, for us to consider once the year-end picture is clear. This will be further discussed as the next two months unfold.

5. Food Service Update: The East Granby program is going well, with the result that revenue (from the federal government) is outpacing expenses significantly, with the potential to reduce or even eliminate the \$25k deficit currently forecast for 2020-21. The Federal SSO program is being continued through the full 2021-22 school year, so discussions to continue the service to east Granby are underway.

The Sodexo dispute continues unresolved, with legal expenses accruing. Sodexo has so far failed to provide required evidence to document their claim. Jordan expects to bring us a recommendation by the next meeting.

6. Building Committee Update & Educational Specifications: The state-required “Ed Specs” process was explained and discussed, as it relates to Granby’s Building Committee, and the BOS and BOE. Formal approval of the Ed Specs by the BOE is required to continue the process of qualifying for state grants for qualified construction. The state is actively engaged and has even asked to potentially accelerate the High School roof project. The consensus of the committee was to recommend approval by the BOE.

7. Healthy Food Certification: Anna reported that nothing has changed in this program, so the committee endorsed its presentation to the BOE at a subsequent meeting, for approval for the 2021-22 school year.

8. Other: N/a

With no other business, Melissa moved and Jenny seconded adjournment at 6:34 p.m.



UPCOMING DISTRICT EVENTS

May 28	No School – Professional Development		Offices Open
May 31	No School – Holiday		Offices Closed
June 1	6 th Grade Parent Night	6:00-7:00 p.m.	Virtual Event
June 2	Grade 5 Field Day	1:00-2:30 p.m.	
June 3	Grade 3 Field Day	1:00-2:30 p.m.	
June 3	Kindergarten Workshop	6:30-7:30 p.m.	Virtual Event
June 4	Grade 4 Field Day	1:00-2:30 p.m.	
June 4	Underclassmen Awards (Pre-recorded) Link will be posted on GMHS Website	6:00-7:00 p.m.	Virtual Event
June 4	Sr. Scholarship & Award Night (Pre-recorded) Link will be posted on GMHS Website	7:00-8:00 p.m.	Virtual Event
June 7	Kelly Lane Field Day		
June 7	8 th Grade Moving-Up Ceremony	6:00-7:00 p.m.	MS/HS Campus
June 8	Top Ten Recognition Ceremony	3:30-4:30 p.m.	Tents behind MS
June 8	Kelly Lane Field Day (Rain Date)		
June 8	Nature’s Classroom – Grade 5	8:30am-2:30pm	Salmon Brook Park
June 8	8 th Grade Moving-Up Ceremony (Rain Date)		
June 9	Middle School Activity Day		
June 9	8 th Grade Moving-Up Ceremony (Rain Date)		
June 9-11	Early Release – All Schools		
June 10	8 th Grade Beach Day	7:30am-2:20pm	MS Grounds
June 10	Senior Prom	6:00-10:00 p.m.	Riverview, Simsbury, CT
June 11	8 th Grade Field Trip	7:30am-2:20 pm	Salmon Brook Park
June 11	High School Graduation	5:30 p.m.	Details TBD
June 12	High School Graduation (Rain Date)		
June 13	High School Graduation (Rain Date)		
June 14	High School Graduation (Rain Date)		