

**Regular Board of Education Meeting
Wednesday, January 3, 2024, 7:00 PM
Town Hall Meeting Room**

I. Call to Order and Welcome

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

II. Awards and Recognition

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

III. Public Comment (20 min.)

{{Goal-}}

{{Attachment:}}

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.

{{RecommendedMotion}}

IV. Student Representative Reports (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Mr. Chase Alexander and Ms. Katie O'Neill, Student Representatives, will report on activities taking place at the high school.

{{RecommendedMotion}}

V. Reports and Discussion

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. FY25 Plus One Budget Approval (15 min.)

{{Goal-}}

{{Attachment:}}

Rationale: The Board will continue to discuss the FY25 Plus One Budget and will consider its approval to be forwarded on to the Board of Finance.

{{RecommendedMotion}}

VI. Business Requiring Action (5 min.)

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Minutes

{{Goal-}}

{{Attachment:}}

Rationale: The Board will approve/amend the minutes of the December 20, 2023 Board of Education meeting.

{{RecommendedMotion}}

B. Second Reading and Adoption of Draft Policy 6141.51 - Advanced Courses or Program, Eligibility Criteria for Enrollment to the Board for a second reading and approval (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends Draft Policy 6141.51 - Advanced Courses or Program, Eligibility Criteria for Enrollment to the Board for a second reading and adoption (5 min.)

{{RecommendedMotion}}

C. Second Reading and Adoption of Draft Policy 6141.52 - Challenging Curriculum (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends draft Policy 6141.52, Challenging Curriculum, to the Board for a second reading and adoption.

{{RecommendedMotion}}

VII. Committee Reports (20 min.)

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Board Standing Committee Reports

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

1. Curriculum/Policy/Technology/Communication

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

2. Finance/Personnel/Facilities

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

B. Other Board-Related Reports

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

1. CREC/CABE

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

2. Granby Education Foundation

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

C. Calendar of Events

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

D. Board Member Announcements

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

E. Action Items

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

VIII. Superintendent's Report (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Cheri Burke, Superintendent, will provide district updates.

{{RecommendedMotion}}

IX. Chairperson's Report (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Monica Logan, Board Chair, will share remarks.

{{RecommendedMotion}}

X. Adjournment

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}



Granby Board of Education Plus One Budget Workshop

January 3, 2024



BOE FY25 Plus One Budget

Budget Process

- BOE Discussion of FY25 Plus One Budget
- BOE Plus One Budget Questions to Superintendent
- Three-Board Meeting
Room)
- Administrative Budget Presentation
- BOE Budget Workshops/Budget Adoption
- Town Meeting & Referendum

Dates

December 20th & Jan. 3rd
December 29th
January 16th @ 7 p.m. (Town Hall Meeting
Room)
March 6st
March 13th, 20th & 27th
April 1st & April 15th



BOE FY25 Plus One Budget

6.43% Proposed FY25 increase

+4.34% Contractual Increases

+2.43% Special Education

-0.34% Other Factors



Question: Which maintenance projects are of the most urgent priority at which buildings? Please provide a breakdown of the projects by school and urgency.



Answer: Page 4 of the FY25 Plus One Budget Memo is in priority order and lists school and estimated cost for each project. See next slide for breakdown.

Small Cap - Maintenance

1. Upgrade lock down system and separate integrated panels (High School) **\$675,000**
2. Fire panel upgrade (High School) **\$75,000**
3. Security, fire panel, and equipment upgrade (Middle School) **\$100,000**
4. Fire alarm and security panel upgrade (Wells Road) **\$65,000**
5. Districtwide Credentialed Access Project: Classrooms & Emergency Response **\$730,000**
(breakdown as follows):
 - Granby Memorial High School - **\$400,000**
 - Granby Memorial Middle School - **\$30,000**
 - Wells Road Intermediate School - **\$150,000**
 - Kelly Lane Primary School - **\$150,000**
6. Project Study: Oil phase-out propane introduction (Kelly Lane/Wells Road) **\$50,000**
7. Track dip repair: Ongoing (High School) **\$25,000**
8. Tennis court crack repair (High School) **\$15,000**
9. Extend walkway through parking lot for student drop-off/pick-up (Kelly Lane) **\$25,000**
10. Roof Repairs (District) **\$15,000**
11. Emergency Repairs (District) **\$25,000**



Question: If \$1.8M is needed for building maintenance, what needs are not being met because of the prioritization of the building maintenance? How and where could this impact students?



Answer: The other small cap requests have been pushed out one or two years. Furniture requests, new fitness equipment and the Wells Road playscape are a few examples (see pages 6 and 7).



Question: With regard to \$1.8M for security upgrades, how long has the district known about the need for these upgrades?



Answer: The requests date back to 2016-2017 however, due to lack of funding and opportunity for large capital projects these upgrades have been postponed each year. Now at year 8 we do not have the ability to put off any longer.



Question: Which building(s) are in need of bathroom renovations? If bathrooms were vandalized, can funds be recouped from perpetrators? How can vandalism be reduced?



Answer: The bathroom repairs and renovations in question refer to the Middle School and to Wells Road. Middle School bathrooms will be 32 years old in 2024. By the time the bathrooms are actually renovated, they will be roughly 33-36 years old. There have been no renovations to these bathrooms and the fixtures are past life expectancy. The preference would be to carry out an orderly renovation rather than respond to plumbing emergencies resulting from aging fixtures. Wells Road bathrooms are in need of repair and attention. Bathrooms are not being renovated due to vandalism.



Question: Are there any costs in building maintenance that can be deferred to decrease this line item?



Answer: Yes, the building maintenance list will need to be prioritized. More information will be gathered when quotes come in. These items have already been deferred a number of years. We are beyond life expectancy for many items on the list so there is a sense of urgency.



Question: With a strong focus on the maintenance concerns, are we able to provide sufficient resources to address student mental health and the safety of our staff?



Answer: Yes, the maintenance concerns are small capital projects. This line item is separate from our operating costs. You will see the addition of a Board Certified Behavior Analyst (BCBA) and an increase to the FTE for Counseling & Academic Support at GMHS. These are both to address mental health needs. In addition, we are requesting additional Teaching Assistants for specific student needs and exploring creative ways to reorganize our existing resources to increase support for mental health.



Question: Is the cost of the high school bleachers for one gym or for both gyms?



Answer: The bleachers are for one gym in the high school. This is planned for a future Small Capital project (\$48,000 in FY26).



Question: Is it worthwhile to continue to patch the track defects or is it time to do a total replacement and, if so, what is the cost?



Answer: FY25 will be the second budget cycle with a track repair in it. Significant repair or possible replacement will be a large capital item and has been included in the large capital listing on Page 13 of the Plus One Budget Memo.



Question: The special education budget is increased by \$879K. Are the costs expected to be closer to the budgeted number than in the past?



Answer: We do our best to estimate based on information we have at the time of the budget preparation. We budget for known student needs and costs at the time the budget is prepared.



Question: Has there been any discussion in recent years regarding an energy audit to look at potential long-term cost savings and/or viability of solar panels on the new high school roof?



Answer: We are currently working to collaborate with an energy service company to change aging lighting fixtures to more efficient LED lights. This will result in energy savings but not immediate savings in expenses. In order to achieve worthwhile savings from a solar project the school system would need to collaborate with the Town of Granby.



Question #1 : If we are unable to get a waiver regarding our reading curriculum, how would we plan to implement and integrate a new reading curriculum?

Question #2: If we have to change the reading program for next year, have we identified a program? If so, how much will the program cost as well as professional development? Can funds come out of the Quality & Diversity (Q&D) Fund?



Answer: We are reviewing the approved list of materials and will be requesting additional information and quotes for programs that closely align with our current curriculum and beliefs around K-3 reading instruction. Teachers will review and pilot materials prior to deciding on a program by December 2024. Materials and professional development would be part of the FY26 Budget Proposal and funding would be established at that point. We currently have \$56,000 for CSDE to support pilot programs.



Question: How long have the 8 student enrichment clubs been in the Q&D Budget? Are we required to move them into the Operating Budget at some point?



Answer: These 8 clubs have been expensed from the Q&D Fund for years. Over the past few years, as budget increases have been larger than anticipated, we have hesitated to move these to the Operating Budget; however, they do belong in the operating budget.



Question: Are there opportunities to explore a consolidation of resources with neighboring communities?



Answer: Yes, area Superintendents meet regularly and we explore opportunities to consolidate costs whenever possible. We collaborate with transportation, group purchasing as well as membership in the Farmington Valley Diagnostic Center.



Question: Are there ways to grow our preschool program or B.E.A.R. Transition Academy to generate revenue?



Answer: Yes, we have already begun conversations with other districts about sending students to our B.E.A.R. Transition Academy. This is an excellent way to meet student needs locally and generate revenue for the Town of Granby. Under our current structure of budgeting, this revenue will not be seen in the BOE budget as an offset to costs. The preschool program is limited by the space available at Kelly Lane School.



Question: How was the cost of tuition determined for preschool next year? Is it close to private preschool tuition and should it be?



Answer: The preschool tuition was determined at the December 20th Finance Subcommittee of the BOE. We take into account area preschool tuitions and other factors; however, our program is only partial day and is intended to serve as an integrated model for students entering our schools from birth to three. Tuition is not close to private preschool tuition, nor should it be considering the requirement for an integrated preschool model.



Question: Has an audit been done with regard to which classes do not run at the high school for possible cost savings?



Answer: Upon review of student course selection this winter, Central Office and High School Administration will review needs and requests and determine how many sections of each high school course should run and look at the impact on staffing. We are currently looking into consultation with a school scheduling expert to further review projections for upcoming years as well as the possibility of unifying the middle and high school schedules.



Question: In light of the largely required expenses for the strings program, can the expansion be held off?



Answer: We could consider pushing back the start of strings to 2nd grade or combining the 7th (11 students) and 8th (13 students) grade orchestra students at the middle school if we could not add the 0.2 FTE.

The cost for 0.2 in FY25 is \$13,431.



Question: With regard to personnel, has the need been evaluated for campus supervisors at all buildings; an additional lunch monitor at the middle school; and, a part-time groundskeeper?



Answer: We have two campus supervisors that serve the high school. They are not present in all buildings. Lunch supervision at the middle school has always been in place and is necessary. This was funded through teacher stipends, not additional FTEs; however, because we were unable to fill the need through stipends, positions were created to cover the need. The part-time groundskeeper was added at the request of the Finance Subcommittee.



Question: Are the new part-time positions (0.2 PE, 0.2 Strings, lunch monitors, 0.5 groundskeeper) increased positions from part-time to full-time? Is it realistic to fill them?



Answer: All are from part-time to full-time. Not only are these positions needed, they also assist the district in keeping highly qualified staff because staff often move to other districts for full-time work.



Question: Please explain the roles of our administrators and efficiencies created in those roles.



Answer: Current Central Services Administrator Staffing

The Superintendent oversees all operations of the district and communicates with the BOE, town and state and evaluates all administrators.

The Assistant Superintendent oversees all operations around curriculum, instruction, assessment, and learning as well as compliance with all state mandates and regulations including teacher evaluation, professional learning and school climate.

The Director of Pupil Services oversees all Special Education and 504 needs of the district.

The Business Manager oversees all financial operations and non-instructional functions such as food service, transportation, custodial services, building projects, and human resources.

The Director of Technology oversees the technology infrastructure, cyber security, software, state reporting and all device coordination and maintenance for the schools and town.



Current building administration staffing:

Kelly Lane - 395 students, 1 principal (1.0 FTE, 1:395 ratio))

Wells Road - 376 students, 1 principal (1.0 FTE 1:376 ratio)

GMMS - 393 students, 1 principal, 1 assistant principal (10-month) (1.88 FTE, 1:209 ratio)

GMHS - 568 students, 1 principal, 2 assistant principals (one 12-month with Director of Guidance and one 10-month) (2.76 FTE, 1: 205 ratio)

Of Note:

The National Center for Educational Statistics reports 1 administrator for every 162 students, which would mean Granby should have 10.69 administrators working directly with students and Granby has 6.64 building based administrators.

The American Association of School Administrators cites 1 building administrators for every 13 teachers and 1 Central Office administrator for every 33 teachers, which means Granby should have 15.5 building administrators (6.64 currently) and 6.12 Central Office administrators (3 + business and technology currently) for our 202 teachers.



Question: Given the projected decline in enrollment, are two Assistant Principals at the high school necessary?



Answer: A reduction of 10 students is not significant when you consider the administrative needs of a building with over 565 students.



Question: Other school districts similar in size that have a Business Manager and a Superintendent do not have an Assistant Superintendent as well. Could this be an area for savings?



Answer: Data does not support this. Every school district the same size as Granby across the state has a Superintendent, Assistant Superintendent/Chief Academic Officer/Director of Curriculum and a Business Manager. Some even have multiple positions in these roles. Additionally, the one Assistant Superintendent position was created by combining two full-time administrators (Director of Teaching and Talent Development and Director of Curriculum and Professional Learning) in the 2015-16 school year resulting in cost savings for the district.



Question: Is Mandarin necessary given that French and Spanish are offered?



Answer: This is an area that can potentially be cut. World Languages are an excellent opportunity for our students; however, our numbers are small and it is possible to eliminate Spanish at Kelly Lane and/or Wells Road, eliminate Mandarin at GMMS or look at other program reductions. (In Mandarin, currently there are 49 students at GMMS and 60 students at GMHS).



Question: Is the salary of \$71,000 for a Kindergarten Teaching Assistant correct? It seems to be very high.



Answer: The \$71,000 referred to in the above question references the Q&D Budget and is for FY24. This line item has been reduced for FY25 and the Q&D Budget. One Teaching Assistant is \$24,000.



Question: The budget projection for Conferences and Travel is \$45,000 which seems excessive.



Answer: Granby Public Schools has an obligation to educate administrators, teachers, special education personnel, maintenance, and technology staff to stay up-to-date with their respective professional practice. Now that the district is back to in-person conferences and professional learning, teachers and administrators are attending professional conferences and learning opportunities more frequently.

An increase of \$2,125 was requested for FY25. This line item also includes mileage reimbursement and administrator conference reimbursement as identified in their contract.



To: Board of Education
From: Cheri P. Burke, Superintendent of Schools
Date: December 20, 2023
Re: FY25 Plus One Budget Submission

Each year, the Board of Education (BOE) develops budget projections that support the Granby Public Schools' Moving Forward Together Strategic Plan. The completed document, known as the Plus One Budget, is submitted to the Board of Finance (BOF) for use in the budget guideline process and contains the five-year expense projection for the Operating Fund and Quality and Diversity Fund as well as the ten-year projection for the Small Capital Fund. In addition, we have included large capital needs for the coming years. The budget projections are accompanied by enrollment projections, general assumptions and narratives regarding staffing changes and program changes specifically designed to accomplish the following Board of Education 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.

The Plus One Budget provides a preliminary look at the administration's initial priorities, planning and challenges. In FY25, our financial challenges include the rising cost of utilities, contractual obligations and the increase in expenses for special education; however, the District staff has worked diligently to realize efficiencies wherever possible while continuing to move the District toward the achievement of the vision of a Granby Public School graduate for every student.

Assumptions

- BOF Unapproved Guideline: 3%
- Retirements: 4 (four) certified employees – certified salary savings of \$78K.
- Health Benefits: 11.6% cost change vs. FY24 and includes census and premium co-share changes from negotiated contracts. Includes rate increase of 17%.
- Transportation: Includes a 10% increase in the bus contract and a reduction of one bus route. The District will attempt to lock in a rate for fuel prices in February 2024.

- Salaries: Contractual salaries is a 3.13% increase over FY24 budgeted salaries. Negotiated contracts for FY25 are as follows: 2.95% for Administrators; 4.48% for Teachers; 3.09% for Secretarial employees; and 4% for Custodial/Maintenance employees.
- Utilities: The district will attempt to lock in a rate for oil prices in February 2024. Electricity @ \$.0143 cents/kwH for generation and kwH for delivery varies throughout the district.
- Special Education: Increased over FY24 Budget by \$879K. Special education represents 2.43% of the budget increase.
- Fees/tuition: Percentage increase in pre-school tuition as well as rental fees for facilities (TBD).
- Enrollment: FY25 PK-12 enrollment (1,719) reflects a decrease of 13 students.
- Quality & Diversity: Maintain five-year positive balance.

Based on the above assumptions, this year's Plus One Budget: 6.43%

- +4.34% Contractual Increases
- +2.43% Special Education
- 0.34% Other Factors

Enrollment

District enrollment is projected to decline over the next ten years. By FY29, enrollment is projected to decrease by 87 students (5%). PK-12 district enrollment of 1,719 in FY25 reflects a decrease of 13 students from FY24.

	Actual	Projected				
	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
PK-2	389	379*	382	354	353	357
3-5	379	391	367	379	358	360
6-8	398	394	412	405	418	392
9-12	566	555	531	542	519	536
Total PK-12	1,732	1,719	1,692	1,680	1,648	1,645

*The projected class size for Kindergarten in 2024-2025 is 100 students.

FY25 Small Cap Budget Summary

	Existing Lease <u>Commitments</u>	<u>FY25 Spending</u>	<u>Small Cap Total</u>
Furniture, Fixtures & Equipment		\$13,200	\$13,200
Maintenance		\$1,800,000	\$1,800,000
Technology*	\$243,384	\$ 50,923	\$294,307
Transportation/Equipment**	<u>\$138,850</u>	<u>\$30,886</u>	<u>\$169,736</u>
Totals	\$382,234	\$1,895,009	\$2,277,243

*Technology expenses of \$294,307 will support existing leases and new FY25 purchases of \$226,700.

**Transportation and Equipment expenses of \$169,736 will support existing leases and new FY25 purchases of \$225,000.

Operating Budget Projections

	<u>FY23B</u>	<u>FY24B</u>	<u>FY25P</u>	<u>FY26P</u>	<u>FY27P</u>	<u>FY28P</u>	<u>FY29P</u>
Operating	\$34,406,357	\$36,155,291	\$38,480,292	\$40,272,174	\$42,015,186	\$43,757,668	\$45,688,963
% Increase	3.69%	5.08%	6.43%	4.66%	4.33%	4.15%	4.41%

B=Budget
P=Projected

Plus One Budget Past 5 Years

<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	<u>FY24</u>	<u>FY25 Proposed</u>
4.83%	3.69%	4.5%	4.26%	5.94%	6.43%

Quality & Diversity (Q&D) Budget Projections

Funds received from the Open Choice Program are deposited into a town revolving Q&D account established by the BOF. Expenditures are used to fund magnet school tuitions, academic and social support for Open Choice students, efforts to reduce achievement gaps, and enrichment activities for all Granby students.

	<u>FY23A</u>	<u>FY24F</u>	<u>FY25B</u>	<u>FY26P</u>	<u>FY27P</u>	<u>FY28P</u>	<u>FY29P</u>
Expenditures	\$924,426	\$1,122,434	\$1,076,459	\$1,081,303	\$1,086,669	\$1,086,507	\$1,100,840

A=Actual
B=Budget
F=Forecast
P=Projected

2024-2025 School Year

FTEs			
Operating	Q&D	Grant	Net
(0.02)	1.40	0	1.38

Staff

1. PE Teacher (**High School**): To teach a new course, Strength and Conditioning and Human Performance. This class will teach students how to become a personal trainer without the certification and will also support graduation requirements of ½ credit each year (0.2 FTE Operating Budget).
2. Counseling & Academic Support Center (CASC) (**High School**): To increase the current CASC Teaching Assistant by 0.4 FTE to make this position a 1.0 FTE. This allows students to be served throughout the school day (Q&D).
3. Math Interventionist (**Middle School**): To provide targeted support tailored to meet the specific needs of students and implement data driven assessments to measure student progress (1.0 FTE Q&D). This is offset by the reduction of the Middle School Math Tutor (-1.0 FTE Q&D).

4. Strings Teacher (**Middle School**): To continue the expansion of the strings program into 8th grade (0.2 FTE Operating Budget).
5. Teaching Assistant Lunch Monitors (**Middle School**): Additional support during all lunch waves at the middle school (1.08 FTEs Operating Budget).
6. Board Certified Behavior Analyst (**KL/WR**): To support the increase in BCBA services for students and work to identify the causes for behaviors and work to create plans to address needs (1.0 FTE Q&D).
7. Special Education Teaching Assistants (**Kelly Lane**): Additional support to meet the individual need of current students (1 Teaching Assistant) and Pre-K students transitioning to Kindergarten (3 Teaching Assistants) next year (4.0 FTEs Operating Budget).
8. Part-Time Groundskeeper (**District**): To maintain high-quality standards for school fields and grounds (0.5 FTE Operating Budget).
9. Reduction in Certified/Non-Certified Staff (**Kelly Lane**): Due to a projected decrease in enrollment, there will be a reduction 2.0 FTEs in certified/non-certified staff for Kindergarten (-2.0 FTEs).
10. Reduction in Regular Education Teaching Assistants (**District-TBD**): Due to a projected decrease in enrollment, there will be a reduction 2.0 FTEs in Regular Education Teaching Assistants (-2.0 FTEs).
11. Reduction in Certified/Non-Certified Staff (**District-TBD**): Due to a projected decrease in enrollment, there will be a reduction 2.0 FTEs in certified/non-certified staff (-2.0 FTEs).

Small Cap - Maintenance

1. Upgrade lock down system and separate integrated panels (High School)	\$675,000
2. Fire panel upgrade (High School)	\$75,000
3. Security, fire panel, and equipment upgrade (Middle School)	\$100,000
4. Fire alarm and security panel upgrade (Wells Road)	\$65,000
5. Districtwide Credentialed Access Project: Classrooms & Emergency Response	
• Granby Memorial High School	\$400,000
• Granby Memorial Middle School	\$30,000
• Wells Road Intermediate School	\$150,000
• Kelly Lane Primary School	\$150,000
6. Project Study: Oil phase-out propane introduction (Kelly Lane/Wells Road)	\$50,000
7. Track dip repair: Ongoing (High School)	\$25,000
8. Tennis court crack repair (High School)	\$15,000

9. Extend walkway through parking lot for student drop-off/pick-up (Kelly Lane)	\$25,000
10. Roof Repairs (District)	\$15,000
11. Emergency Repairs (District)	\$25,000
Total Maintenance	\$1,800,000

Small Cap – Furniture, Fixtures & Equipment (FF&E)

1. Piano Repair (Kelly Lane/Wells Road/Middle School/High School)	\$10,000
2. Classroom Rug Replacement Cycle (Kelly Lane)	\$2,000
3. Classroom Rug Replacement Cycle (Wells Road)	\$1,200
Total FF&E	\$13,200

2025-2026 School Year

FTEs			
Operating	Q&D	Grant	Net
3.1	0	0	3.1

Staff

1. Reading Interventionist **(Middle School)**: To provide targeted support tailored to meet the specific needs of students and implement data driven assessments to measure student progress (1.0 FTE Operating Budget).
2. Educational Technology Specialist **(District)**: To support the use of instructional technology for instruction and assessment in the classroom as well as district-wide support with the data management and warehousing system (1.0 FTE Operating Budget).
3. Special Education Teacher **(High School)**: To address current Grades 6-12 Special Education instructional, behavioral and transitional needs (0.6 FTE).
4. Alternative Programming **(High School/Middle School)**: Established program for middle and high school students with academic, engagement and mental health challenges (2.0 FTEs (1 special education teacher/0.5 Sci/Math Teacher/0.5 SS/ELA Teacher).
5. Part-Time Custodian **(District)**: To maintain the high-quality cleaning standards for schools and cover during shortages in staff (0.5 FTE Operating Budget).
6. Reduction in Certified/Non-Certified Staff **(District-TBD)**: Due to a projected decrease in enrollment, there will be a reduction 2.0 FTEs in certified/non-certified staff (-2.0 FTEs).

Small Cap

- 1. New and replacement fitness equipment **(High School)** \$10,000
- 2. Playscape **(Wells Road)** \$25,000
- 3. Cargo Van (with trade-in) **(Facilities)** \$45,000
- 4. Plow Truck with Sander (with trade-in) **(Facilities)** \$50,000
- 5. Bleachers **(High School)** \$48,000

2026-2027 School Year

FTEs			
Operating	Q&D	Grant	Net
-2.0	0	0	-2.0

Staff

- 1. Reduction in Certified/Non-Certified Staff **(District-TBD)**: Due to a decrease in enrollment, there will be reduction of 2.0 FTEs in certified/non-certified staff (-2.0 FTEs).

Small Cap

- 1. Landing System (Pole Vault Replacement Cycle) **(High School)** \$15,000
- 2. Addition of Parking Spaces **(Kelly Lane)** \$25,000

2027-2028 School Year

FTEs			
Operating	Q&D	Grant	Net
-0.5	0	0	-0.5

Staff

- 1. School Social Worker **(District)**: To meet the mental health needs of students (0.5 FTE Operating Budget).
- 2. School Counselor **(High School)**: To support the post-secondary and mental health needs of students (1.0 FTE).
- 3. Reduction in Certified/Non-Certified Staff **(District-TBD)**: Due to a decrease in enrollment, there will be a reduction of 2.0 FTEs in certified/non-certified staff (-2.0 FTEs).

Small Cap

- 1. New and replacement fitness equipment (HS) \$10,000
- 2. Tuba (MS) \$2,600
- 3. Indoor Sensory Space Equipment (KL) \$1,000

2028-2029 School Year

FTEs			
Operating	Q&D	Grant	Net
-2.0	0	0	-2.0

Staff

1. Reduction in Certified/Non-Certified Staff (**District-TBD**): Due to a decrease in enrollment, there will be a reduction of 2.0 FTEs in certified/non-certified staff (-2.0 FTEs).

Small Cap

1. New and replacement fitness equipment (HS) \$10,000
2. Hexagonal Desks \$55,000

Technology
\$294,307

Technology expenses of \$294,307 will support existing leases and new FY24 purchases of \$226,700.

Replacement of Existing Technology (\$204,700)

1. Interactive Digital Classroom Displays with Computer (\$4,000 HS)
2. District and Teacher Laptops (\$149,400 District)
3. Replacement PCs, Printers, Network Hardware, and Switches (\$46,500 District)
4. Security Cameras (\$4,800 District)

Emergency Repair & Equipment (\$22,000)

1. Repair for projection equipment/displays, computers, AV equipment, wireless equipment, and printers (\$10,000 District)
2. Repair and upgrade funds for technology infrastructure, networking equipment, wiring, fiber optics, etc. (\$12,000 District)

Transportation/Equipment **\$169,736**

Transportation and equipment expenses of \$169,736 will support existing leases and new FY25 purchases of \$225,000.

Purchases (\$225,000)

1. Three pre-owned buses

FY25-FY29 Plus One Budget

Description	FY2023	FY2024	FY2025	FY25\$:	FY25%:	FY2026	FY2027	FY2028	FY2029	FY25%:	FY26%:	FY27%:	FY28%:
	Actual	Budget	Proposed Budget	FY24\$	FY24%	Protection	Protection	Protection	Protection	FY26%	FY27%	FY28%	FY29%
Certified Salaries:													
Administration	1,801,555	1,845,312	1,880,379	35,067	1.90%	1,955,594	2,033,818	2,115,171	2,199,778	4.0%	4.0%	4.0%	4.0%
Regular Education	10,983,631	11,546,140	11,756,525	210,385	1.82%	12,393,894	12,909,407	13,351,783	13,809,854	5.4%	4.2%	3.4%	3.4%
Sp. Education Certified Salaries	1,859,930	2,023,752	2,114,609	90,857	4.49%	2,260,820	2,355,774	2,450,005	2,548,005	6.9%	4.2%	4.0%	4.0%
Total Certified Salaries	14,645,116	15,415,204	15,751,514	336,310		16,610,308	17,298,999	17,916,959	18,557,637	5.5%	4.1%	3.6%	3.6%
Substitute/Tutor/Support Salaries:													
Substitutes	82,156	8,104	8,346	242	2.99%	8,596	8,854	9,120	9,394	3.0%	3.0%	3.0%	3.0%
Sp. Education Support - P.T./O.T.	403,878	473,019	497,291	24,272	5.13%	512,209	527,575	543,402	559,704	3.0%	3.0%	3.0%	3.0%
Tech Support	271,654	278,479	355,910	77,431	27.80%	366,587	377,585	388,913	400,580	3.0%	3.0%	3.0%	3.0%
Tutors - Regular Education	22,418	40,505	41,720	1,215	3.00%	42,972	44,261	45,589	46,957	3.0%	3.0%	3.0%	3.0%
Tutors - Special Education	42,569	40,653	41,873	1,220	3.00%	43,129	44,423	45,756	47,129	3.0%	3.0%	3.0%	3.0%
Total Tutors & Subs	822,677	840,760	945,140	104,379		973,493	1,002,698	1,032,780	1,063,764	3.0%	3.0%	3.0%	3.0%
Teaching Assistant Salaries:													
Reg. Education Teaching Assistants	343,417	426,810	379,901	(46,909)	-10.99%	365,298	344,257	320,585	330,203	-3.8%	-5.8%	-6.9%	3.0%
Sp. Education Teaching Assistants	1,148,191	1,372,322	1,528,934	156,612	11.41%	1,574,802	1,622,046	1,670,707	1,686,828	3.0%	3.0%	3.0%	1.0%
Total Teaching Assistant Salaries	1,491,608	1,799,132	1,908,836	109,704		1,940,100	1,966,303	1,991,292	2,017,031	1.6%	1.4%	1.3%	1.3%
School Secretaries' Salaries	677,522	698,450	715,648	17,198	2.46%	737,117	759,231	782,008	805,468	3.0%	3.0%	3.0%	3.0%
Central Office Salaries	608,485	632,797	654,735	21,938	3.47%	674,377	694,608	715,446	736,909	3.0%	3.0%	3.0%	3.0%
Custodial & Maintenance Salaries	1,383,976	1,444,607	1,512,479	67,872	4.70%	1,597,978	1,661,897	1,728,373	1,797,508	5.7%	4.0%	4.0%	4.0%
Bus Monitors	5,107	5,441	0	(5,441)	-100.00%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Salary Contingency	0	0	0	0	0.00%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Total Salaries	19,634,492	20,836,391	21,488,351	651,960	3.13%	22,533,373	23,383,736	24,166,858	24,978,317	4.9%	3.8%	3.3%	3.4%
Employee Benefits:													
Health	3,878,600	4,045,568	4,515,207	469,639	11.61%	4,740,967	5,120,245	5,529,865	5,972,254	5.0%	8.0%	8.0%	8.0%
Retirement Severance	124,501	143,992	143,992	0	0.00%	148,312	152,761	157,344	162,064	3.0%	3.0%	3.0%	3.0%
Other Post Employment Benefits (OPEB)	0	0	0	0	0.00%	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Other Employee Benefits	1,675,744	1,707,247	1,715,254	8,007	0.47%	1,766,712	1,819,713	1,874,304	1,930,533	3.0%	3.0%	3.0%	3.0%
Total Employee Benefits	5,678,845	5,896,807	6,374,453	477,646	8.10%	6,655,991	7,092,719	7,561,513	8,064,851	4.4%	6.6%	6.6%	6.7%
Total Salaries & Employee Benefits	25,313,337	26,733,198	27,862,804	1,129,606	4.23%	29,189,363	30,476,455	31,728,371	33,043,168	4.8%	4.4%	4.1%	4.1%
Purchased Services:													
Instructional	866,458	647,971	743,871	95,900	14.80%	755,029	766,355	777,850	789,518	1.5%	1.5%	1.5%	1.5%
Administration	448,183	500,043	571,568	71,525	14.30%	582,999	594,659	606,552	618,683	2.0%	2.0%	2.0%	2.0%
Maintenance	75,922	100,133	100,133	0	0.00%	101,635	103,159	104,706	106,277	1.5%	1.5%	1.5%	1.5%
Total Purchased Services	1,390,564	1,248,147	1,415,572	167,425	13.41%	1,439,663	1,464,173	1,489,108	1,514,478	1.7%	1.7%	1.7%	1.7%
Legal Services	41,033	55,000	55,000	0	0.00%	55,000	55,000	55,000	55,000	0.0%	0.0%	0.0%	0.0%

FY25-FY29 Plus One Budget

Description	FY2023	FY2024	FY2025	FY25\$:	FY25%:	FY2026	FY2027	FY2028	FY2029	FY25%:	FY26%	FY27%	FY28%	FY29%
	Actual	Budget	Proposed Budget	FY24\$	FY24%	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection
Repairs & Maintenance:														
Instructional	48,080	76,199	79,319	3,120	4.09%	80,905	82,523	84,173	85,856	2.0%	2.0%	2.0%	2.0%	2.0%
Administration	0	8,500	8,500	0	0.00%	8,670	8,843	9,020	9,200	2.0%	2.0%	2.0%	2.0%	2.0%
Maintenance	445,117	451,698	451,698	0	0.00%	465,249	479,206	493,582	508,389	3.0%	3.0%	3.0%	3.0%	3.0%
Total Repairs & Maintenance	493,197	536,397	539,517	3,120	0.58%	554,824	570,572	586,775	603,445	2.8%	2.8%	2.8%	2.8%	2.8%
Transportation:														
Regular Education	904,980	1,041,852	1,056,562	14,710	1.41%	1,153,766	1,222,991	1,301,262	1,424,882	9.2%	6.0%	6.0%	6.4%	9.5%
Sp. Education Transportation	1,184,330	1,132,279	1,453,895	321,616	28.40%	1,587,653	1,682,912	1,790,618	1,960,727	9.2%	6.0%	6.0%	6.4%	9.5%
Vocational-Tech	108,829	118,350	130,185	11,835	10.00%	142,162	150,691	160,335	175,567	9.2%	6.0%	6.0%	6.4%	9.5%
Total Transportation	2,198,140	2,292,481	2,640,641	348,161	15.19%	2,883,580	3,056,594	3,252,215	3,561,176	9.2%	6.0%	6.0%	6.4%	9.5%
Insurance - Property & Liability	111,264	109,200	109,200	0	0.00%	112,476	115,850	119,326	122,906	3.0%	3.0%	3.0%	3.0%	3.0%
Communications	78,727	96,240	95,340	(900)	-0.94%	97,247	99,192	101,176	103,200	2.0%	2.0%	2.0%	2.0%	2.0%
Tuition:														
Sp. Education Tuition	2,242,159	2,131,185	2,573,647	442,461	20.76%	2,650,856	2,783,399	2,922,569	3,068,697	3.0%	5.0%	5.0%	5.0%	5.0%
Adult Education	10,291	10,967	10,967	0	0.00%	11,022	11,077	11,132	11,188	0.5%	0.5%	0.5%	0.5%	0.0%
Total Tuition	2,252,450	2,142,152	2,584,614	442,461	20.65%	2,661,878	2,794,476	2,933,701	3,079,885	3.0%	5.0%	5.0%	5.0%	5.0%
Conference & Travel	29,533	75,344	77,469	2,125	2.82%	78,244	79,026	79,816	80,614	1.0%	1.0%	1.0%	1.0%	1.0%
General Supplies:														
Regular Education	276,346	336,106	350,529	14,424	4.29%	352,282	350,043	355,813	357,592	0.5%	0.5%	0.5%	0.5%	0.5%
Special Education	22,230	37,950	36,550	(1,400)	-3.69%	36,733	36,916	37,101	37,287	0.5%	0.5%	0.5%	0.5%	0.5%
Administration	82,185	87,546	87,546	0	0.00%	87,984	88,424	88,866	89,310	0.5%	0.5%	0.5%	0.5%	0.5%
Maintenance	153,585	146,372	146,372	0	0.00%	147,104	147,839	148,578	149,321	0.5%	0.5%	0.5%	0.5%	0.5%
Total General Supplies	534,346	607,974	620,997	13,024	2.14%	624,102	627,222	630,358	633,510	0.5%	0.5%	0.5%	0.5%	0.5%
Electricity	650,873	491,867	639,427	147,560	30.00%	671,398	704,968	740,216	777,227	5.0%	5.0%	5.0%	5.0%	5.0%
Fuel/Oil	185,541	228,631	228,631	0	0.00%	240,062	252,065	264,668	277,901	5.0%	5.0%	5.0%	5.0%	5.0%
Textbooks/Workbooks	93,618	117,948	127,198	9,250	7.84%	129,742	132,337	134,984	137,684	2.0%	2.0%	2.0%	2.0%	2.0%
Library/Media Center	61,458	67,971	67,971	0	0.00%	68,651	69,337	70,030	70,730	1.0%	1.0%	1.0%	1.0%	1.0%
Software	403,990	426,051	452,674	26,623	6.25%	475,308	499,073	524,027	550,228	5.0%	5.0%	5.0%	5.0%	5.0%
Dues & Fees	38,575	50,621	51,488	867	1.71%	51,745	52,004	52,264	52,525	0.5%	0.5%	0.5%	0.5%	0.5%
Replacement Equipment:														
Administration	5,502	2,500	2,500	0	0.00%	2,513	2,525	2,538	2,551	0.5%	0.5%	0.5%	0.5%	0.5%
Maintenance	0	6,000	6,000	0	0.00%	6,030	6,060	6,090	6,120	0.5%	0.5%	0.5%	0.5%	0.5%
Total Replacement Equipment	5,502	8,500	8,500	0	0.00%	8,543	8,585	8,628	8,671	0.5%	0.5%	0.5%	0.5%	0.5%
Student Activities	797,608	867,570	903,249	35,679	4.11%	930,347	959,257	987,005	1,016,615	3.0%	3.0%	3.0%	3.0%	3.0%
Total Budget	34,679,755	36,155,291	38,480,292	2,325,001	6.43%	40,272,174	42,015,186	43,757,668	45,688,963	4.66%	4.33%	4.15%	4.41%	4.41%

Quality & Diversity Fund Revenues and Expenditures Forecast

	Actual	Budget	Forecast	Proposed Budget	Projection	Projection	Projection	Projection
	FY23	FY24	FY24	FY25	FY26	FY27	FY28	FY29
Tuition - Magnet Schools	\$171,639	\$153,180	\$168,816	\$157,976	\$155,339	\$166,922	\$171,929	\$169,027
Tuition - College Connections/Asnuntuck	\$43,040	\$53,360	\$51,197	\$55,653	\$43,862	\$45,178	\$46,533	\$47,929
Tuition - Vocational	\$61,407	\$75,053	\$81,876	\$88,699	\$110,260	\$125,283	\$112,476	\$113,601
Subtotal Tuition	\$276,086	\$281,593	\$301,889	\$302,328	\$309,461	\$337,382	\$330,938	\$330,556
3 Bus Monitors - Elementary	\$65,340	\$64,251	\$69,120	\$71,194	\$73,329	\$75,529	\$77,795	\$80,129
Certified FTEs	2.8	2.8	2.8	4.3	4.3	3.8	3.3	3.3
Social Workers (2.8)	\$202,212	\$240,915	\$252,888	\$273,719	\$285,529	\$304,096	\$313,219	\$322,616
Math Intervention (MS) (1.0)	\$0	\$0	\$0	\$67,156	\$71,444	\$38,003		
Minority Teacher Recruitment	1.0	1.0	1.0	0.0	0.0	1.0	1.0	1.0
Mentor Stipend	\$6,800	\$6,000	\$6,800	\$0	\$0	\$6,000	\$6,000	\$6,000
Partnership Fee	\$5,570	\$10,750	\$10,750	\$0	\$0	\$10,750	\$10,750	\$10,750
Resident Salary, Stipend & Benefits	\$32,000	\$42,000	\$32,000	\$0	\$0	\$42,000	\$42,000	\$42,000
FTEs	3.0	7.5	7.5	5.4	4.4	3.4	3.4	3.4
Kindergarten Teaching Assistants (1)	\$72,544	\$73,248	\$71,020	\$24,342	\$25,072	\$25,824	\$26,599	\$27,397
School Based Tutors (3)	\$0	\$108,966	\$108,137	\$84,177	\$58,644	\$60,403	\$62,215	\$64,082
Family Engagement Specialist	\$23,000	\$25,000	\$23,915	\$0	\$0	\$0	\$0	\$0
Teaching Assitant CASC (.4)	\$0	\$0	\$0	\$9,737	\$10,029	\$10,330	\$10,640	\$10,959
BCBA WR, KL (1.0)	\$0	\$0	\$0	\$67,156	\$71,444	\$0	\$0	\$0
Summer School - Enrichment	\$25,002	\$25,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Summer School-Credit Recovery-Tuition Based	\$0	\$0	\$3,800	\$3,800	\$3,800	\$3,800	\$3,800	\$3,800
Summer Program-AP Power Boost-District/Intervention Sponsored	\$0	\$0	\$3,121	\$10,621	\$10,621	\$10,621	\$10,621	\$10,621
Robotics & DECA	\$6,265	\$7,930	\$7,930	\$7,930	\$7,930	\$7,930	\$7,930	\$7,930
Mentoring Program	\$2,633	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500
Granby Equity Team Funding	\$15,000	\$20,000	\$20,000	\$7,500	\$7,500	\$7,500	\$7,500	\$7,500
Enrichment: Club Stipends	\$11,667	\$15,103	\$15,103	\$15,299	\$0	\$0	\$0	\$0
Enrichment Bridges GMMS & GMHS	\$0	\$8,000	\$8,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
One to One Support Loan Repayment	\$172,285	\$158,461	\$158,461	\$110,000	\$120,000	\$120,000	\$150,000	\$150,000
Student Support	\$8,022	\$20,000	\$20,000	\$10,000	\$15,000	\$15,000	\$15,000	\$15,000
Total Expenditures	\$924,426	\$1,110,717	\$1,122,434	\$1,076,459	\$1,081,303	\$1,086,669	\$1,086,507	\$1,100,840
Student population forecast	1758	1732	1736	1719	1692	1680	1648	1645
# Choice students with attrition	83	87	87	89	94	94	95	99
Choice % population	4.72%	5.02%	5.01%	5.18%	5.56%	5.60%	5.76%	6.02%
Choice Stipend	\$8,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Forecasted Revenues								
Choice Early Beginnings	\$26,000	\$18,000	\$26,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
Choice Tuition	\$664,000	\$870,000	\$870,000	\$890,000	\$940,000	\$940,000	\$950,000	\$990,000
Choice Bonus	\$182,714	\$39,000	\$0	\$39,000	\$39,000	\$39,000	\$39,000	\$39,000
Summer School Tuition	\$7,510	\$25,000	\$9,739	\$9,800	\$25,000	\$25,000	\$25,000	\$25,000
Pre K Tuition	\$48,530	\$46,350	\$42,500	\$47,741	\$49,173	\$50,648	\$52,167	\$53,732
Total Revenues	\$928,754	\$998,350	\$948,239	\$1,031,541	\$1,098,173	\$1,099,648	\$1,111,167	\$1,152,732
Beginning Balance	\$223,552	\$152,130	\$227,880	\$53,685	\$8,767	\$25,636	\$38,616	\$63,275
Ending Balance	\$227,880	\$39,763	\$53,685	\$8,767	\$25,636	\$38,616	\$63,275	\$115,168

10-Year Small Capital Budget Estimates

FISCAL YEAR	2025	2026	2027	2028	2029	2030	2031	2032	2033	2033
BUILDING MAINTENANCE & EQUIPMENT	1,800,000	421,676	443,488	410,864	382,551	421,190	430,147	493,902	628,744	728,621
FURNITURE & FIXTURES	13,200	124,945	125,214	181,850	162,000	143,275	172,054	172,047	147,563	185,000
TECHNOLOGY LEASE	294,306	311,917	304,834	279,036	304,158	278,358	252,706	252,706	227,435	176,894
BUSES/VEHICLE & EQUIPMENT LEASE	169,737	191,462	201,464	228,250	276,291	307,178	320,094	281,345	221,258	159,485
TOTAL ALL ABOVE	2,277,243	1,050,000	1,075,000	1,100,000	1,125,000	1,150,000	1,175,000	1,200,000	1,225,000	1,250,000
BOF TARGETS	1,025,000	1,050,000	1,075,000	1,100,000	1,125,000	1,150,000	1,175,000	1,200,000	1,225,000	1,250,000
OVER/(UNDER) BOF TARGET	1,252,243	0	0	0	0	0	0	0	0	0
BUILDING MAINTENANCE & EQUIPMENT BY SITE										
DISTRICT	40,000	53,000	119,500	114,500	153,911	136,800	116,800	141,800	161,800	175,000
HIGH SCHOOL	1,190,000	105,000	103,988	75,000	73,580	113,390	93,347	125,500	180,000	185,000
MIDDLE SCHOOL	130,000	83,676	110,000	118,364	55,000	89,000	95,000	90,000	145,000	145,000
KELLY LANE	200,000	65,000	70,000	53,000	50,000	32,000	55,000	57,500	65,000	125,000
WELLS ROAD	240,000	65,000	25,000	45,000	42,560	45,000	65,000	54,102	61,944	78,621
CENTRAL SERVICES	0	50,000	15,000	5,000	7,500	5,000	5,000	25,000	15,000	20,000
TOTAL ABOVE	1,800,000	421,676	443,488	410,864	382,551	421,190	430,147	493,902	628,744	728,621
FURNITURE & FIXTURES BY SITE										
HIGH SCHOOL	2,500	59,509	65,000	75,000	60,000	45,000	60,854	65,000	55,063	65,000
MIDDLE SCHOOL	2,500	39,436	49,183	50,850	45,000	45,775	50,000	55,000	45,000	55,000
KELLY LANE	4,500	13,500	28,500	28,500	25,000	25,000	30,000	25,047	20,000	30,000
WELLS ROAD	3,700	7,500	12,500	22,500	22,000	20,000	25,000	20,000	20,000	30,000
CENTRAL SERVICES	0	5,000	1,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
PUPIL SERVICES	0	1,200	2,000	2,500	5,000	2,500	1,200	2,000	2,500	2,500
TOTAL ABOVE	13,200	124,945	156,183	181,850	162,000	143,275	172,054	172,047	147,563	187,500
TECHNOLOGY PURCHASES	226,700	262,555	325,000	325,000	325,000	325,000	325,000	325,000	300,000	300,000
BUS PURCHASES	225,000	240,000	260,000	160,000	265,000	180,000	265,000	265,000	265,000	265,000
MAINTENANCE VEHICLES/EQUIPMENT	50,000	90,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000

Large Capital Needs

Fiscal Year	Location/Description
	Central Services
2025	Roof
	Granby Memorial High School
2026	Storage space - Auditorium
2026	Interior Fire Door Replacement (Fire Code)
2026/2027	Track Repair
	Turf Field
	Tennis Courts
2028	Parking Lots Repair and Repave
	Granby Memorial Middle School
2026	Modernize Instructional Spaces
2025	Boilers
2026	Full sprinkler system
2025	Security, fire panel, and equipment upgrade
2026	Window replacement
2026	Replace all bathroom fixtures
2026	HVAC controls upgrade
2026	Ceiling tiles
2026	Roof Top Units Replacement
2026	Security Door upgrade
2025	Keying System
2026	Interior Fire Door Replacement (Fire Code)
2028	Parking Lots Repair and Repave
	Wells Road Intermediate School
2026	Roof Replacement
2026	Buttress walls Repair
2026	Building Envelope Repair
2026	Parking Lot Reconfiguration
2026	Underground Oil Tank Removal/Convert to Propane
2026	Water System Upgrade
2026	Interior Fire Door Replacement (Fire Code)
2026	Bathroom Renovations
	Kelly Lane
2026	Partial Roof Replacement
2026	Underground Oil Tank Removal/Convert to Propane
2026	Water System Upgrade
2026	Interior Fire Door Replacement (Fire Code)
2028	Parking Lots Repair and Repave
	District-Wide
2026/2027	Facilities Storage

Regular Board of Education Meeting – Draft Minutes
Wednesday, December 20, 2023, 7:00 p.m.
Town Hall Meeting Room

Present Board Members: Liz Barlow, Heather Lombardo, Monica Logan, Donna Nolan (arrived at 8:10 p.m.) David Peling, Whitney Sanzo, Rosemarie Weber, and Chase Alexander and Katie O’Neill (Student Representatives).

Absent Board Members: None

I. Call to Order and Welcome

Ms. Logan called the meeting to order at 7:00 p.m. and welcomed everyone to the meeting. She shared a change in the agenda format beginning this evening that Public Comment was moved up towards the beginning of the agenda.

II. Awards/Recognition

Nicholas Halsted, 5th grade student in Mrs. LaFlamme’s class at Wells Road Intermediate School, was recognized for his artwork which was submitted to Superintendent Burke for the district’s holiday card. Ms. Logan thanked Nick for sharing his art with district and stated the district is very proud of him.

Gabriela de los Reyes, a senior at Granby Memorial High School, was recognized for attaining the Seal of Bilingualism in Spanish and French AP/ECE. Gabi worked independently to achieve this and is very fluent in both languages. Ms. Logan shared with Gabi that the Board is very proud of her achievement. She thanked both families for attending the meeting this evening.

III. Public Comment

Debbie Reelitz, 24 Silkey Road, North Granby. expressed her support for diversity and kindness efforts in the Granby Public Schools. She shared she has been a homeschool mom for 12 years and it was amazing to see her son’s journey which included socialization by a huge range of people and explained that diversity has enabled her son to relate to people of all types as he is now in Granby High School. She is hopeful that Granby Public Schools continues to make these types of diverse experiences for students.

Beth Carroll, Quail Lane, stated she has been engaged with the communication project since it began this fall and has reviewed all of the documentation available on the school website and actively participated in the community portion of input for the plan. She viewed Superintendent Burke’s presentation of the plan on December 6th and stated as a non-school participant, if she was given this presentation in a business environment, she would have inquired how is it known this is just a three-year plan and also in three years’ time. community members may no longer live in Granby and students may no longer attend school here. Perhaps this should be approached in a business capacity. She would like the Board to consider prioritizing categories in the plan with the need to address cost/risk/time/quality.

IV. Student Representative Reports

- Katie O’Neill shared there was an implementation of a shot clock for basketball which is 35 seconds.
- In sports news: Boys basketball ball is 1-1 and their next game is against Ellington on 12/21; girls’ basketball is 2-2 and their next game is also on 12/21 at home against Holyoke; wrestling had their last meet at Suffield and their next meet is today, 12/20, also at Suffield; boys’ and girls’ indoor track has their next meet on 1/4; boys’ ice hockey will have their next game this Saturday, 12/23 at ISCC at 4 p.m. and, girls’ ice hockey is 2-2 and won their last game against Guilford Coop and their next game is today, 12/20, at home against Simsbury.
- Chase Alexander reported NHS “wrapped up” the 2023 stocking drive on Monday. Students stayed after school to stuff stockings with the donated gifts.
- Leo held a toy drive as well.
- Capstone students practiced their presentations in class before presenting to advisories next month.
- World Language Honors Societies held a winter celebration including food from French, Spanish and Chinese cultures.
- GMHS will hold a Onesie Day on Friday to celebrate the upcoming winter break.
- GMHS students began using the broadcast studio to host morning announcements via live stream which is viewable in each classroom. It is working great.
- Chase shared with the Board that he has received an acceptance to the Honors Program at Northeastern University for next year. The Board congratulated Chase on this amazing achievement.

V. Reports and Discussion

A. Business Manager's Report

Ms. Anna Robbins, Business Manager, presented the November statement of accounts and stated the general fund shows an unfavorable forecast of \$265K which is \$3K better than the previous month. Regular education is projected to be overbudget \$7K which is \$20K less than last month. Salaries and substitute services continue to fluctuate and are offset by a favorable variance in regular education transportation. The special education forecast is overbudget \$190K which is \$16K worse than the previous month. The main driver in overbudget condition is out-of-district transportation as students and placements continue to fluctuate. Revenue to the town is projected to be unfavorable \$173K which is \$38K better than the previous month. The Quality & Diversity (Q&D) Fund continues to be positive. Expenses and revenues are holding steady at this time; however, tuition for magnet schools and Assunpink Community College were higher than budgeted. The projected ending balance in the fund is \$132K which is \$22K better than the previous month. Rosemarie Weber stated the Finance Subcommittee reviewed and approved the report earlier this evening and noted the overbudget forecast is something that is typically covered by the Excess Cost Grant from the state.

B. FY25 Plus One Budget Presentation

Superintendent Cheri Burke presented the FY25 Plus One Budget to the Board, stating it is a sneak peak as to what is to come for the Administrative Budget. One of the goals is to share the Plus One Budget to offer timely information to the community and to the Board of Finance (BOF) as well as the BOE to make the decisions that lie ahead. On January 3rd the Board will reconvene to delve further into the budget. Ms. Burke thanked Anna Robbins for her assistance in helping her learn about the budget process. The budget needs to be responsible in future thinking as well as look very carefully and responsively at spending, to meet the needs of our "customers" (students). Ms. Burke shared her two goals for the year, one for student learning and achievement and the other for community engagement. She also shared the drivers of the budget, such as, contract obligations which include salaries and benefits (72% of the budget); transportation; health plan; fuel/oil, natural gas and electricity; and the nursing contract. Another budget driver is special education, specifically out-of-district tuition and transportation and personnel. She explained how a savings was possible in other areas by reductions, as well as retirement savings. Ms. Burke shared a list of unfunded mandates and legislative impacts which affect the budget and allocation of resources in FY25. She stated the mandates listed are not accounted for in this budget; however, there will be a financial impact, such as professional development, HVAC annual testing, school climate and Right to Read legislation. Costs are unknown at this point as more research needs to be done, and the reading curriculum waiver decision is currently being appealed. Current and projected enrollment was shared and, due to the projected decline in enrollment in future years, there will most likely be a reduction in personnel.

With regard to the Q&D Fund, Ms. Burke stated this fund is for all students and is used to meet a variety of needs and is received from the Open Choice Program tuition. Some items included in the fund include magnet and vocational school tuition; school social workers; one-to-one computing program; and school-based tutors for academic support. Additionally, Ms. Burke shared she is requesting an Intervention Specialist in Math (certified teacher instead of tutor) for the middle school out of this fund in FY25. The Small Capital Fund was also explained and includes transportation and equipment; furniture, fixtures and equipment; technology; and building maintenance projects. Ms. Burke stated in the absence of large capital funds, the district uses the small cap funds and she is taking a practical approach on this funding and plans to spend the money on security for all schools stating significant upgrades are needed on all of the security panels in order to alleviate false lockdown and fire evacuations and improve communication between the security panels. Mr. Peling asked if grant funding is available for security upgrades; Ms. Burke stated that less funding is available as in the past for these needs. Large capital expenditures were explained which support larger projects, such as, track, turf and field repairs; bathroom repairs and renovations; HVAC controls and roof top units; and parking lot repairs. These issues are unable to be addressed until the Town goes out to bond to fund them. Ms. Burke closed by stating the foundations being built are integral to the work and the goals are first and foremost academic excellence; mental health and wellness; community engagement and communication; special education supports; and, security. Ms. Burke requested the Board review the budget and submit questions to Linda Powell, Anna Robbins and herself by December 29th in order to prepare for the January 3rd meeting. At that meeting it will be requested to get Board support for the Plus One Budget prior to forwarding it to the BOF. Ms. Burke is confident a responsible budget will be presented to the Board.

VI. Business Requiring Action

A. Approval of Minutes

A motion was made by Rosemarie Weber and seconded by David Peling that the Granby Board of Education approve the minutes from the December 6, 2023 Board of Education Meeting. This motion passed unanimously at 7:58 p.m.

B. Approval of District Communications Plan

The Board discussed the approval of the 2024-2027 District Communications Plan. A motion was made by Rosemarie Weber and seconded by Liz Barlow that the Granby Board of Education approve the District Communications Plan for the 2024-2027 school years. Mrs. Weber stated this plan was well thought out with regard to preparation and research and she was very impressed with the level of participation required from the board, school and community. Ms. Burke stated this was a collective effort with over 1,000 people participating. The Board will continue to have input and oversight for this plan. Ms. Burke stated she is appreciative of the Board's support. This motion passed unanimously at 8:02 p.m.

C. Approval of Memorandum of Understanding (BOE/Town IT Operations)

The Board discussed the approval of the Memorandum of Understanding (MOU) between the Granby Public Schools and the Town of Granby concerning IT Operations. A motion was made by Rosemarie Weber and seconded by Whitney Sanzo that the Granby Board of Education approve the Memorandum of Understanding between the Granby Public Schools and the Town of Granby concerning IT Operations as of December 1, 2023. Ms. Weber stated this project began last spring with the idea to ensure that IT for the Granby Public Schools as well as the Town is properly supported and to improve the Town's infrastructure as it relates to IT. The MOU expresses the shared goals for the BOE as well as the Town to improve IT operations for the entire community, realize savings and have a systemic approach for operational as well as hardware needs. Ms. Burke thanked Jon Lambert as well as Frank Melanson who have taken a tremendous leadership role and stated the school district has maintained high-quality technology and leadership and she is grateful to share resources in a highly collaborative way. This motion passed unanimously at 8:06 p.m.

D. Approval of Connecticut Primary Mental Health Grant Program

The Board discussed the approval to submit a grant proposal for the Connecticut Primary Mental Health Grant Program. A motion was made by Whitney Sanzo and seconded by Liz Barlow that the Granby Board of Education approve submission of a grant proposal for the Connecticut Primary Mental Health Grant Program. Jennifer Parsons, Assistant Superintendent, stated an application has been submitted and the grant provides \$20K for the use over 2 years for students in Grades K-3. The program would provide for a child associate to provide, under supervision, targeted Tier 2 school-based intervention for students displaying mild to moderate school adjustment needs. The services provided would be individually, weekly in a 1-1 play-based support for 12-25 weeks and is linked to funding related to mental health as well as pandemic relief. Board approval is required for this grant in the event that the district continues to apply in future years, beyond state funding. There is no Board contribution the first two years. Liz Barlow inquired if there is a curriculum associated with the grant and Ms. Parsons stated there is no specific curriculum or resource being mandated; however, the program follows the students' needs and will be developed organically. Ms. Barlow also inquired if there would be data collection for the program and Ms. Parsons stated, yes, work will be related to DESSA results and as well as continue to monitor our own program and report back to the state. This motion passed unanimously at 8:15 p.m.

E. Acceptance of First Reading of Draft Policy 6141.51 - Advanced Courses or Programs, Eligibility Criteria for Enrollment

The Curriculum/Policy/Technology/Communications Subcommittee recommended new draft Policy 6141.51, Advanced Courses or Programs, Eligibility Criteria for Enrollment, to the Board for a first reading. Whitney Sanzo stated this policy is presented due to a state mandate requirement. Any questions regarding this policy should be directed to Ms. Sanzo or Ms. Parsons. This policy will come to the Board for a second reading and approval at the next meeting.

F. Acceptance of First Reading of Draft Policy 6141.52 - Challenging Curriculum

The Curriculum/Policy/Technology/Communications Subcommittee recommended new draft Policy 6141.52, Challenging Curriculum, to the Board for a first reading. Ms. Parsons stated this policy is also due to a state mandate requirement. Any questions regarding this policy should be directed to Ms. Sanzo or Ms. Parsons. This policy will go to the Board for a second reading and approval at the next meeting.

VII. Committee Reports

A. Board Standing Committee Reports

1. Curriculum/Policy/Technology/Communication

This subcommittee has not met. Approved minutes are in the packet.

2. Finance/Personnel/Facilities

Rosemarie Weber stated this subcommittee met this evening. The approval of the minutes was tabled due to a lack of quorum. The subcommittee discussed the November statement of accounts; stipends in schools based on collective bargaining (which was tabled to Executive Session); voted to increase Pre-K tuition from \$1,855 to \$1,925 which is a 3.6% increase; and discussed the BOE/Town IT Operations Memorandum of Understanding.

B. Other Board-Related Reports

1. CREC/CABE

No details reported on CREC/CABE business, however the board is seeking a member to work with CREC/CABE as a representative.

2. Granby Education Foundation

Whitney Sanzo stated the GEF met on Monday evening and discussed the GranBee. Students and teachers are welcome. A lot of great grants were looked at and approved. Applications for teams are upcoming.

VIII. Calendar of Events

Ms. Logan stated choral concert rescheduled to January 4th; Choral concert at the middle school on January 11th and mid-term exams at the high school.

IX. Board Member Announcements

There were no Board member announcements this evening.

X. Action Items

1) Members will submit questions for budget to Linda Powell, Cheri Burke and Anna Robbins.

XI. Chairperson's Report

Ms. Monica Logan, Board Chair, thanked everyone for their work on the budget and wished everyone a wonderful holiday.

XII. Superintendent's Report

- Ms. Burke wished everyone a wonderful holiday break stating it will be 2024 when we reconvene.
- Held PJ day fundraiser for CCMC. Still tabulating the final about but well over \$3K was raised so far.
- Pleased to share that a meeting was held with a new Fine Arts Booster Club to help support the arts.
- At GMMS today, Trooper White provided an assembly for MS students which was engaging and timely around social media use. A parent presentation is upcoming and parents will be notified.
- Reminder early release this Friday and the next regularly scheduled meeting will be held January 3rd.

XIII. Executive Session

A motion was made by Donna Nolan and seconded by Rosemarie Weber that the Granby Board of Education will enter into an Executive Session to discuss an update regarding stipends pursuant to a collective bargaining agreement and a student discipline matter. This motion passed unanimously at 8:27 p.m.

Discussion occurred regarding the faculty stipend positions in the teachers' contract. Jennifer Parsons contributed and then was excused while the stipend payments were discussed. Rosemarie Weber and Monica Logan will finalize the Board's proposal regarding the stipends and bring it to our meeting on January 3rd, 2024.

A motion was made by Whitney Sanzo and seconded by Donna Nolan that the Granby Board of Education accept the recommendation of the Superintendent of Schools to expel Student "B22023-24" for 45 school days from Granby Memorial High School, as well as all buildings and grounds and activities of the Granby Public Schools for violation of School Board Policies #5114, Student Discipline and #5131.6, Drug & Alcohol Use. This motion passed unanimously at 9:10 p.m.

Ms. Burke shared details regarding a personnel issue.

A motion was made by Donna Nolan and seconded by Whitney Sanzo to adjourn Executive Session. This motion passed unanimously at 9:27 p.m.

A motion was made by Donna Nolan and seconded by Whitney Sanzo to enter back into Regular Session. This motion passed unanimously at 9:27 p.m.

XIV. Adjournment

A motion was made by Whitney Sanzo and seconded by Dave Peling to adjourn the regular Board of Education meeting. This motion passed unanimously at 9:28 p.m.

Respectfully submitted,



Elizabeth Barlow
Board Secretary

Instruction

Advanced Courses or Programs, Eligibility Criteria for Enrollment

Purpose

The District believes in the basic principle that academic rigor and the opportunity to accelerate learning are powerful motivators for students to meet intellectual challenges and excel in the academic environment. The Board supports advanced courses and programs that promote academic acceleration. All students at the high school level will be provided an opportunity to participate in a rigorous and academically challenging curriculum.

The District encourages students to pursue rigorous, challenging academic coursework such as, but not limited to, honors classes, dual enrollment, dual credit, and advanced placement classes. Information will be communicated about advanced courses or programs to students and parents; district-wide counseling will be offered to students about the benefits of advanced level courses and programs; and information will be reported annually on District progress toward increasing students' readiness and participation for advanced courses or programs.

Procedures/Criteria/Guiding Principles

The Board is aware that certain subgroups of students, including minority students, are chronically underrepresented in advanced level high school courses and programs of similar rigor. Low awareness of advanced courses and programs, insufficient preparation, and fear of social isolation can prevent low-income and minority students from enrolling in such courses or programs. Further, other barriers to participation include the failure to identify students with potential, insufficient motivation and incentives on behalf of teachers and/or students, and funding.

An emphasis on equity must include a focus on increasing student's access to rigorous learning opportunities to assist all students to be prepared for success after high school. The following District and school-level principles will contribute to fostering greater equity in student participation in advanced courses or programs:

1. Provide a course sequence and foundation-building in earlier grades, ensuring high expectations for all students, that makes later advanced coursework a viable option;
2. Create multiple access points to advanced courses and programs, allowing students to access these programs at various points of their high-school experience;
3. Use only enrollment access criteria that are educationally necessary;
4. Use multiple methods by which a student may satisfy eligibility criteria for enrollment, including but not limited to:
 - a. Recommendations from teachers, administrators, school counselors, or other school personnel;
 - b. Criteria not exclusively based on a student's prior academic performance;
 - c. Use of a student's prior academic performance must rely on evidence-based indicators of how a student will perform in an advanced course or program;
 - d. GPA improvement over time;
 - e. Scoring near benchmark on local assessments;
 - f. Student interests and persistence.

5. Offer a robust set of student supports, which can include tutoring, access to technology, and support from school counselors, that help all students succeed in advanced courses or programs; and
6. Publish and disseminate materials that encourage all students to participate in advanced courses and programs and make these materials available in multiple languages.

In order to access advanced courses or programs students need to complete sufficiently difficult coursework at the middle school level. This equitable course enrollment policy is based on rigorous learning opportunities for all students in elementary and middle grades.

High school students willing to accept the challenge of a rigorous academic curriculum shall be admitted to an advanced course or program as defined in this policy. Students who have successfully completed the prerequisite course work or have otherwise demonstrated mastery of the prerequisite content knowledge and have permission from the course instructor to participate will be allowed to enroll in advanced courses or programs offered by the District. The student must request the course or program through the guidance counselor.

District administrators and guidance counselors shall advise students and parents/guardians of the opportunity to participate in advanced courses or programs as defined in this policy. When students' success plans are prepared and revised, the academic component shall include appropriate preparatory courses and advanced course and program participation. Teachers shall also encourage students to take challenging courses.

The District seeks an equitable course enrollment policy that limits prerequisites and entrance requirements to those that are directly related to a student's potential for success. Therefore, multiple measures must be used to identify students for advanced coursework so that no single measure excludes their participation. Advanced courses or programs must comply with applicable District policies and state standards and this policy must be in accordance with SDE promulgated guidance.

The Superintendent or his/her designee shall ensure the development and/or identification of program stipulations, eligibility criteria, student attendance and discipline standards/expectations and criteria for continuation in advanced courses or programs, and shall ensure the development and/or identification of procedures for students encountering difficulty and/or wishing to drop advanced courses.

Evaluation

The Board will review annually data on student participation in advanced courses or programs, the data shall be disaggregated by gender, ethnicity, and free/reduced lunch participation. Such data will be used during the planning process for course and program offerings in the upcoming school year.

Definitions

An "**advanced course or program**" is defined as an honors class, advanced placement class, International Baccalaureate program, Cambridge International Program, dual enrollment, dual credit, early college or any other advanced or accelerated course or program offered by the Board of Education in grades 9-12, inclusive.

"**Prior academic performance**" means the course or courses that a student has taken, the grades received for each course, and a student's grade point average.

(cf. 6141.4 - Independent Study)
(cf. 6141.5 - Advanced College Placement)
(cf. [6172.1](#) - Gifted and Talented Students)
([6141.52](#) - Challenging Curriculum Policy)
(cf. 6141.7 - Honors Programs)
(cf. [6172.6](#) - Virtual/Online Courses)

Legal Reference: Connecticut General Statutes

P.A. 21-199 Section 3

[10-221r](#) Advanced placement course program. Guidelines.

District Guidance for Developing an Advanced Course Participation Policy

Policy Adopted:

**GRANBY PUBLIC SCHOOLS
Granby, Connecticut**

Instruction

Challenging Curriculum Policy (Criteria for Identification of Eligible Grade 8, 9 Students)

The District believes academically advanced courses and/or programs are designed to motivate students to understand rigorous content. The District recognizes its responsibility to identify these students in grades 8 and 9, in compliance with Section 5 of P.A. 21-199, and to provide them with appropriate instructional adaptations and services. Any student who is capable of and wishes to do advanced course work or take an accelerated course or program, as detailed in this policy should be permitted to do so (in grades 8 and 9) in accordance with established district protocols and their individualized academic plans. Priority placement will be given to students identified as gifted, as per Policy #[6172.1](#), "Gifted and Talented Students."

An "**advanced course or program**" as defined in this policy means an honors class, advanced placement class, dual enrollment, dual credit, early college or any other advanced or accelerated course or program offered by the Board. Such courses or programs are specifically designed to extend, enrich, and/or accelerate the standard school program in order to meet the needs of District students.

The District's goal is to create a culture of deliberate excellence through its commitment to all students who have the capability, potential, or motivation to access advanced academic curriculum and instruction. The District desires to nurture potential in all students and to challenge students with advanced capabilities through differentiation and responsive instruction. The needs of advanced and high potential learners will be equitably addressed across all populations.

Students taking high school credit courses in the middle school are required to meet all expectations for earning course credit applicable to meeting high school graduation requirements.

Criteria

For purposes of this policy these are students who possess or demonstrate high levels of ability in one or more content areas when compared to their chronological peers in the District and who would benefit from advanced courses or programs in order to achieve in accordance with their capabilities.

The Superintendent or his/her designee will develop procedures for an ongoing identification process that includes multiple measures in order to identify student strengths in intellectual ability, creativity or a specific academic area. The identification process shall include consideration of all students including those who are English language learners and those with Individualized Education Plans or 504 Plans.

The purposes of identification are to find students who display characteristics which make them eligible for the taking of advanced courses or programs, as defined; to assess the aptitudes, attributes, and behaviors of each student; and to evaluate each student for the purposes of placement. Student aptitudes, attributes and academic behaviors will be identified, assessed and reviewed through a multistep, multimodal, and multidimensional identification system.

Students who experience success in advanced courses or programs typically exhibit the following characteristics: reading at or above grade level; strong study skills and self-motivation; proficient oral and written communication skills; self-discipline to plan, organize, and carry out tasks to completion; and interest and self-directedness in the particular subject.

Such students may be found within any racial, ethnic, or socioeconomic group; within any nationality; within both genders; and within populations of students with disabilities.

Identification Process

Identification is a multistep process, which shall consist of screening and referral, assessment of eligibility and placement/enrollment. The Superintendent or his/her designee is directed to develop and document appropriate curricular and instructional modifications and/or programs for such identified students, in grades 8 and 9, indicating content, process, products and learning environments.

The identification process shall include the following: Identification of students with superior cognitive ability, specific academic ability in one or more of the following content areas; math, science, language arts, social studies, creative thinking ability; and giftedness. Methods may include recommendations/referrals from parents, students and teachers and placement tests if available. Parental approval for enrollment is required.

Detailed information will be made available on the District website regarding this policy and the procedures used to identify students who would benefit from enrollment in advanced courses or programs, and the required academic plan.

Academic Plan

Each identified student shall develop an academic plan for the period grade 8 through high school. The plan, developed with the assistance of parents/guardians and with the advice and recommendations of school personnel, shall be reviewed annually. The plan is to include a list of courses and learning activities/programs in which the student will engage while working toward the fulfillment of graduation requirements.

The academic plan must be aligned with the following:

1. the courses or programs currently offered by the Board of Education;
2. the student's student success plan;
3. the high school graduation requirements established in state law; and
4. any other Board-adopted policies or standards relating to student enrollment eligibility for advanced courses or programs.

The academic plan enables a student to take a deeper look into what the high school years and beyond will look like. The student needs to be honest about himself/herself and consider their interests, strengths, likes, dislikes, as well as who they aspire to be as an individual. The plan should be updated as necessary and at a minimum, at least once a year.

Wherever possible, students shall be encouraged and offered opportunities to take college courses simultaneously for high school graduation and college degree credit (dual enrollment) upon approval of the Principal prior to such participation, the willingness of the college to accept the student for admission to the course or courses.

(cf. 6141.4 - Independent Study)
(cf. 6141.5 - Advanced College Placement)
(cf. 6141.51 - Advanced Courses or Programs-Eligibility Criteria for Enrollment)
(cf. 6141.7 - Honors Programs)
(cf. [6172.1](#) - Gifted and Talented Students)
(cf. [6172.6](#) - Virtual/Online Courses)

Legal Reference: Connecticut General Statutes

P.A. 21-199 Section 5

[10-221r](#) Advanced placement course program. Guidelines.

District Guidance for Developing an Advanced Course Participation Policy

Policy Adopted:

GRANBY PUBLIC SCHOOLS



UPCOMING DISTRICT EVENTS

January 3	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
January 4	GMHS Chorus Concert	7:00 p.m.	HS Auditorium
January 10	Early Release – All Schools (Prof. Dev.)		
January 11	GMMS Chorus Concert	7:00 p.m.	HS Auditorium
January 15	Holiday – No School		Offices Closed
January 16	Three-Board Meeting	7:00 p.m.	Town Hall Meeting Room
January 16-19	HS Mid-Term Exams (Early Release)		
January 17	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
January 22	Strings Concert	7:00 p.m.	HS Auditorium
January 25	Poetry Out Loud Finals	10:30-11:15 am	HS Auditorium
January 24	GMMS Band Concert	7:00 p.m.	HS Auditorium
February 1	8 th Grade Parent Night	6:00-8:00 p.m.	HS Auditorium
February 2	GMHS Job Shadow Day		
February 7	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
February 15	Junior Planning Meeting – AM Junior Planning Meeting – PM	7:35-8:25 a.m. 6:00-7:00 p.m.	HS Auditorium Virtual
February 19-20	February Break		Offices Closed Feb. 19 th
February 21	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Services Town Hall Meeting Room
February 24	Winter Coffeehouse	7:00-9:00 p.m.	HS Cafeteria