

Regular Board of Education Meeting
Wednesday, November 6, 2024, 7:00 PM
Town Hall Meeting Room

I. Call to Order and Welcome

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

II. Chairperson's Report (5 min.)

{{Goal-}}

{{Attachment:}}

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

{{RecommendedMotion}}

III. Public Comment

{{Goal-}}

{{Attachment:}}

Rationale: Granby community engagement and attendance at Board of Education public meetings is welcomed and encouraged. As is our custom, the Board views Public Comment as an opportunity for members of the public to share their comments and concerns with the Board, and Board members will not be responding to comments or engaging in a dialog. As it deems appropriate, the Board may place such matters on the agenda for future meetings for discussion in accordance with the Freedom of Information Act.

Procedurally, public remarks will be limited to 5 minutes and speakers will be asked to identify themselves by name and address. We expect comments to be respectful and civil in tone, and we do not permit name-calling, raised voices, personal attacks or vulgarity.

Lastly, we note that the Superintendent is responsible for student and personnel matters. No speaker will be permitted to use public comment to bring complaints against any teacher, student or staff member or to discuss student matters, which are confidential. Therefore, the use of student, teacher or staff names is not permitted. Any such complaints or concerns should be directed to the Superintendent and her team.

{{RecommendedMotion}}

IV. Student Representative Reports (5 min.)

{{Goal-}}

{{Attachment:}}

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

{{RecommendedMotion}}

V. Reports and Discussion

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Middle School/High School Scheduling Update (20 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Mr. David James, Managing Director, New Solutions K-12, will share the process and steps taken thus far in developing a collaborative schedule between the middle school and high school as well as provide a preview of the findings.

{{RecommendedMotion}}

B. Secondary School Reports (30 min.)

{{Goal-}}

{{Attachment:}}

Rationale: Ms. Heather Tanis, Middle School Principal, and Michael Dunn, High School Principal, will present their respective school reports to the Board.

{{RecommendedMotion}}

C. First Reading of Draft Policy 3160 - Budget Expense Reports and Line Item Transfers (5 min.)

{{Goal-}}

{{Attachment:}}

Rationale: The Curriculum/Policy/Technology/Communications Subcommittee recommends draft Policy 3160, Budget Expense Reports and Line Item Transfers, to the Board for a first reading.

{{RecommendedMotion}}

VI. Business Requiring Action (5 min.)

{{Goal-}}

{{Attachment:}}

{{RecommendedMotion}}

A. Minutes

{{Goal-}}

{{Attachment:}}

Rationale: The Board will approve/amend the minutes of the October 16, 2024 Board of Education meeting.

{{RecommendedMotion}}

B. Ratification of the Granby Association of School Administrators' Contract

{{Goal-}}

{{Attachment:}}

Rationale: The Board will consider ratification of the Granby Association of School Administrators' (GASA) Contract effective July 1, 2025 through June 30, 2028.

{{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: Superintendent Burke will provide district updates.

RecommendedMotion

IX. Adjournment

Goal-

Attachment:

RecommendedMotion



Board Summary - findings from review of middle school and high school schedules

Granby Public Schools
November 2024



PROJECT GOALS

1

Highlight and elevate effective components of the current middle school and high school schedules

2

Better understand areas of need and potential improvement at the middle school and high school level

3

Define an updated set of scheduling priorities and vision for the middle school and high school

PROJECT TIMELINE

SUMMER - FALL

Understand District Context

Conduct 1:1 interviews with school and district leaders

Analyze bell schedules

Collect & validate school course & staffing data

Host training with guiding coalition



MID-FALL

Assess Existing Practice

Conduct detailed analysis to evaluate existing activities and opportunities in schedule

Host focus groups with key stakeholders



LATE FALL

Share Findings

Share findings from engagement & analyses with school and district leaders

Set priorities for what should be scheduled

Granby Middle School

Simplified SY24-25 Bell Schedule*

	A DAY	B DAY
48 min	Core 1	Core 1
48 min	Core 2	Core 2
48 min	Core 3	Core 3
48 min	Non-Core 1	Non-Core 1
48 min	Non-Core 2	Non-Core 3
30 min	Lunch	Lunch
30 min	Academic Enrichment	Academic Enrichment
48 min	Non-Core 4	Non-Core 5
48 min	Core 4	Core 4

Granby High School

Simplified SY24-25 Bell Schedule*

MONDAY/TUESDAY/FRIDAY

WEDNESDAY

THURSDAY

42 min

Period 1

84 min

Period 1/2

60 min

PLC

43 min

Period 2

77 min

Period 1/2

42 min

Period 3

85 min

Period 3/4

42 min

Period 4

30 min

Advisory

78 min

Period 3/4

42 min

Period 5

24 min

Class Time

18 min

Class Time

30 min

Lunch

30 min

Lunch

30 min

Lunch

18 min

Study Hall

60 min

Period 5/6

60 min

Period 5/6

42 min

Period 7

84 min

Period 7/8

78 min

Period 7/8

42 min

Period 8

SUMMARY OF COMMENDATIONS

- 1. The district utilizes a district-based scheduler to support schools to create schedules.**
- 2. Both schools have a foundational set of content-specific intervention courses.**
- 3. Granby High School has a clear and well-documented process to create the school schedule.**
- 4. The high school has an extensive set of Advanced Placement (AP), dual credit, and external partnerships available to students.**

SUMMARY OF OPPORTUNITES

1. Align academic intervention programming at both schools with best practices.

- 1A. Expand access to intervention for all students at the middle school by running content-specific intervention courses during AE block.
- 1B. Repurpose minutes from AE to extend academic periods.
- 1C. Increase access to best practice interventions at the high school by limiting study halls and learning centers.

2. Prioritize embedding content-specific collaboration time within the school day at both schools to ensure teachers have ample time to collaborate on and prepare rigorous tier 1 instruction.

- 2A. Prioritize regular content-specific planning time at both the middle and high school level.

SUMMARY OF OPPORTUNITES

3. Manage low-enrollment and single section classes at the high school differently to more cost-effectively provide variety to students.

- 3A. Cost-effectively maintain variety for students by varying course frequency, combining select sections, and setting clear enrollment thresholds.
- 3B. Run select sections of “oversized” classes to accommodate student interest.

4. Work to staff more precisely at both schools to more cost-effectively facilitate opportunities for students.

- 4A. Consider staffing core and non-core subjects at the both high school and middle school closer to target.
- 4B. Repurpose staffing at the high school devoted to duties.

5. Align the bell schedules of both schools to enable more student-centered schedules.

- 5A. Establish a clear set of prioritized scheduling features to inform aligned bell schedule options



QUESTIONS?





Date: November 6, 2024
To: Granby Board of Education
From: Heather Tanis, Principal of Granby Memorial Middle School
Subject: Annual Granby Memorial Middle School Report 2024-25

1. What are some notable school successes that have occurred within the past year?

- Seven students received the prestigious Young Writers Award, showcasing their exceptional writing talents.
- Fourteen choir students and two orchestra members were selected for the Middle School Northern Regional Festival Choirs, highlighting our strong music program.
- Over 15 afterschool clubs and activities are successfully up and running, providing students with diverse opportunities to explore their interests and build community.
- There was a 22% increase in standardized test scores in math, from grade 6 to 7.
- Implementing a “Culture of Crew” has created a positive school culture and has fostered a sense of belonging and collaboration among students and staff.
- The addition of a certified math interventionist allows for small groups of students identified through the support process to improve their math skills.

2. How is your school working to support the district goal of connection?

- Bi-monthly communication in the Gazette keeps families informed and strengthens our school’s connection.
- Weekly Crew meetings focus on community building, fostering strong relationships and a sense of belonging among students and staff.
- Quarterly Principal’s Coffee Chats provide opportunities for parents and guardians to engage with the school, focusing on specific topics to keep them informed and involved.
- Family engagement events, such as the back-to-school picnic and trivia night, encourage school spirit and build meaningful connections outside of the school day.
- Curricular and extracurricular programs are being enhanced to reflect real-world connections, build community, and align with student interests.

3. How is your school working to support the district goal of believe?

- Implementation of student-led conferences to help students take responsibility for their learning, build their confidence and belief in their abilities, and share with their families.
- Adding team leaders improves communication across the school, ensuring high expectations for staff and students.

- Teachers continue to work with experts from Illustrative Math and Teachers College (Advancing Literacy) to improve teaching practices and support student success.
- The office referral system has been updated to increase communication around minor behaviors between teachers and parents and help address any disciplinary concerns.
- The teacher evaluation system helps maintain high standards for staff and supports their professional growth.

4. How is your school working to support the district goal of achieve?

- The leadership team has been restructured to provide stronger support for teachers and improve student achievement.
- Frequent and focused leadership team meetings are driving more effective decision-making and instructional improvements.
- Reinforcing clear shared outcomes across classrooms and fidelity of instructional practices.
- Restorative instructional practices are being implemented to create a supportive, engaging learning environment for all students.
- Purposeful data conversations with students are regularly held, helping them understand their progress and set personal learning goals.

5. Describe any challenges and unique school level considerations?

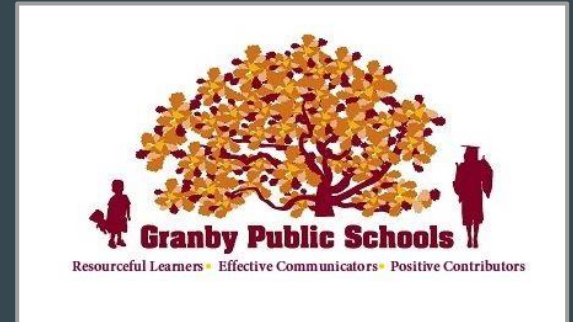
- The need to modernize instructional spaces is a key challenge as we aim to create more flexible and engaging learning environments for students.
- Finding sufficient collaborative time for staff to plan and reflect on instructional practices remains a priority to enhance teaching and learning.
- The Crew program continues to grow, with a focus on building practices that positively impact both our school community and the broader community.
- We are working on scheduling improvements to better support academic interventions and enrichment opportunities.
- The addition of a Reading Interventionist is crucial to addressing literacy gaps and supporting struggling readers.
- Implementing a strong Multi-Tiered System of Supports (MTSS) is a focus to ensure all students receive the support they need to succeed.
- Department planning time is essential for teachers to collaborate and align instruction in addition to valuable team time.

6. What are the long-term plans that support your school's interests and needs?

- Ongoing enhancement of interventions and programming is essential to meet the specific academic, social, and behavioral needs of students, including the integration of interventionists and alternative programming options.
- Creating school-wide grading practices that support feedback cycles aligned to each subject area's standards.
- Fostering a Culture of Crew where students take the lead on student-led assemblies, spirit weeks, etc., and the overall climate of the school.

Granby Memorial Middle School Report

Granby Board of Education
November 6, 2024



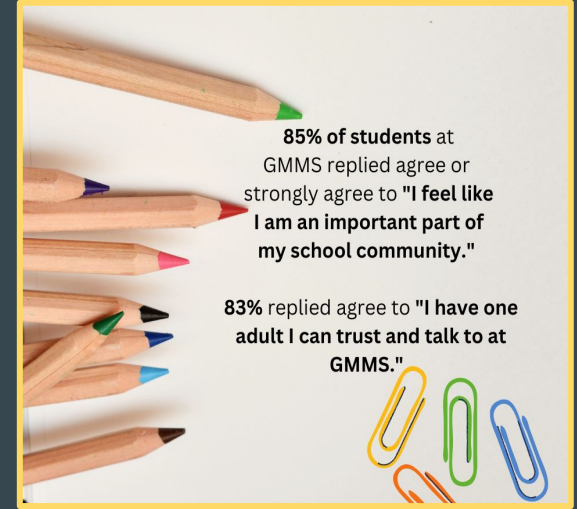
Notable Successes

- Creating a Culture of Crew
- Over 15 afterschool clubs and activities are offered
- Seven students were recipients of the Young Writers Award
- A 22% increase in Smarter Balanced Assessment test scores in the area of math from grade 6 to grade 7
- Middle School Northern Regional Festival attendance
- Math Intervention Center



Supporting “Connect”

- Building a Culture of Crew
- Family Engagement Events
 - Beginning of Year Picnic
 - Trivia Night
- Quarterly Parent Meetings
 - Back to School
 - The Role of the School Counselor



Supporting “Believe”

- Student Led Conferences
 - Students reflecting on work recognizing success, areas of growth and strategies with their families
- Professional Growth for All
 - All subject areas creating common grading practices and assessments
 - GMMS Instructional Rounds
 - Frequent and focused leadership team meetings

Language Arts

Highlight your Quarter 1 grade:

A	B	C	D	F
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Overall, as you reflect on the first two months of school, of all the work you've done, what are you most proud of in Language Arts? Why?

I am most proud of being able to handle reading and still have time for sports after school. I make this possible by doing my homework right when I get home from school.

"I am proud of the work I am doing to master (type in skill, standard, or target here) because..."

I am proud of the work I am doing to memorize vocab words given to me so I can do well in quizzes.

*Link an assignment that shows your great work!

<https://docs.google.com/document/d/1QybCAisbU9GgC8wgtwL5dhdWWpNTSE9B3R0JLOD9Ba/edit?tab=t.0>

"One area I can work on is (type in skill, standard, or target here) because..."

I could work on maintaining my reading because it's important for my growth in this class and as a person.

Draft a goal for yourself for this course for Quarter 2:

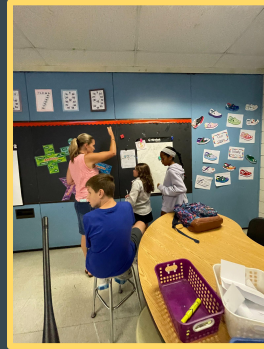
For quarter two, I'm going to try and study a little bit every night when my vocab words are given to me. This will make it easier when the quiz happens.



BELIEVE.

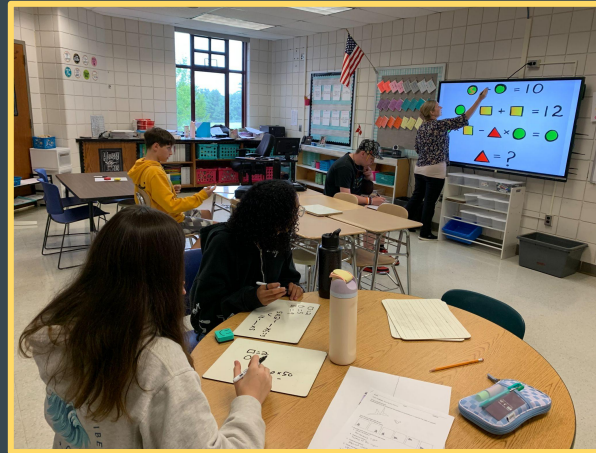
Supporting “Achieve”

- Building our Instructional Practices
 - Common Assessments and success criteria
 - Creating feedback loops for students and having purposeful data conversations
- Restorative Instructional Practices
 - Learning Environments that are engaging
 - Instruction that is relevant to students



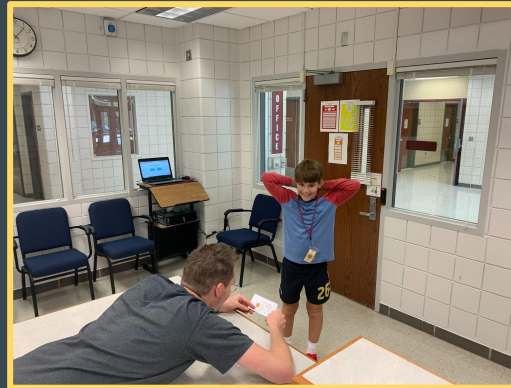
Considerations

- Crew
 - Continue to build and grow practices that will impact the community outside the walls of GMMS
- Modernize Building Instructional Spaces
- Reading Interventionist
- Improvements to schedule
 - MTSS
 - Department Planning Time



Long-term Plans

- Implementing revised MTSS structure and interventions
- Embedding restorative work into classroom Spaces
- Refining alignment instruction and assessment
- Incorporating student voice



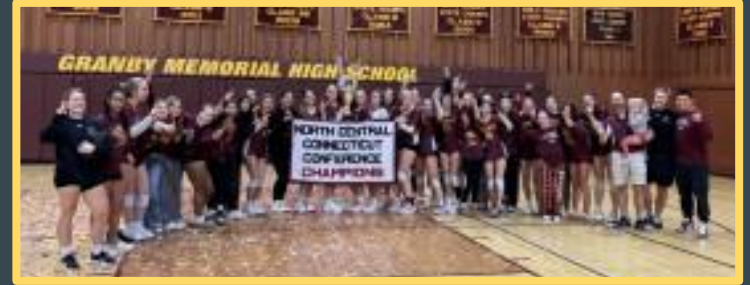
Granby Memorial High School Report

Granby Board of Education
November 6, 2024



Notable Successes

- US News Ranking: 20th in Connecticut, 7th in Greater Hartford
- 94% of Class of '24 took at least one college course
- 83% of Class of '25 scored at benchmark on SAT in English
- 89% of students taking AP tests scored 3 or higher
- All Conference, All State, & All New England Athletes
- New Leadership Team



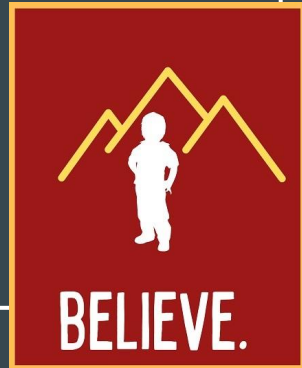
Supporting “Connect”

- Restorative Practices Trainings
- Mental Health First Aid
- Career & Technology Education Partnerships
- Dean, Athletic Director and Student Activities Coordination
- Improved Messaging



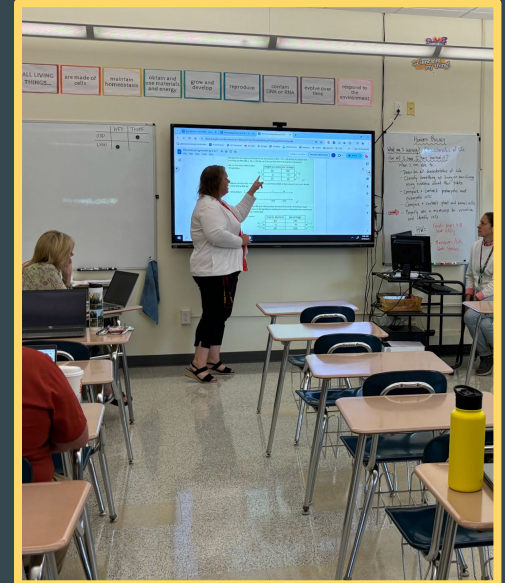
Supporting “Believe”

- Advisory Reboot with Student Input
- College and Career Planning
- Transition Program
- Teacher Efficacy in Evaluation
- Leadership Team Capacity



Supporting “Achieve”

- P/SAT-Aligned Department Benchmarks and Goals
- Vision of the Graduate Measures
- Teacher Use of DnA & Educlimber to Inform Work with Individual Students
- Revised Intervention System
- Department Chairs and Coaches Strengthening Instructional Practices



Considerations

- Evolving Mental Health Challenges
- Need for Targeted Interventions in Reading, Math, and Mental Health
- Ongoing Alignment to Vision of the Graduate
- Evolving Technologies



Connect. Believe. Achieve.

Granby Public Schools
Granby, Maine

GMHS MTSS Process Flow Chart

When an individual teacher or other staff member is concerned about a student...

- Classroom Responsibilities: The teacher should use some strategies to support the student's growth within the area of concern. Strategies and outcomes are documented with progress indicators as well as with dates of attempts. Strategies need to be tried more than a couple of times before they can be deemed ineffective.
- Consult [Tier 1 Support Resources](#).
- Consult your Department Leader on strategies.
 - Department leaders should follow up with teachers on strategies being implemented and support the teacher in identifying data that can be used to measure the success of the intervention.
- Consult with parents/guardians about area(s) of concern and document your communication.

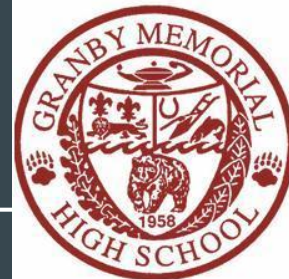
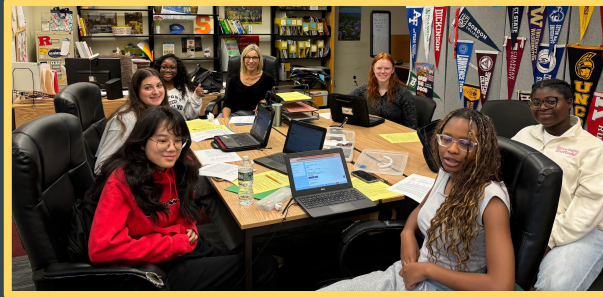
When Tier 1 interventions attempted in the classroom by that individual teacher or staff member are not working and you are still concerned about a student...

- Continue to partner with parents/guardians about area(s) of concern and document your communication.
- Meet as a mixed group during PLC regarding a student, please sign the student up for discussion by Tuesday, prior to the Thursday PLC date. The Assistant Principal will send out invitations to all teachers on the students schedule.
 - PLC: [PLC/MTSS Meeting Calendar](#) **The Department leader refers a student to a PLC, additionally, PLC meetings may be called by Counselors based on their academic data review**
 - Discuss your area(s) of concern as well as the data to support the concern(s).
 - Discuss strategies attempted to address the concern(s) and their outcomes.
 - Team collaborates to provide additional potential support/interventions for the teachers.
 - Continue to consult [Tier 1 Support Resources](#)
 - Take notes on this [GMHS MTSS PLC Discussion Form/Docx](#) ** please share with Department Leader after meeting
 - Implemented strategies discussed at the PLC team meeting for approx. 3-4 weeks.
 - If the student is not responding to the strategies discussed and implemented at the Department Team Meeting and there is data ([GMHS Examples of Data](#)) to support this lack of response, work with your Department Leader to



Long-term Plans

- Further Development of Interventions and Programming
- Increased Supports and Pathways for College and Career
- Athletics Facilities Upgrades
- Maximizing Opportunities within Schedule
- NEASC Preparation



Granby Memorial High School Report

Granby Board of Education
November 6, 2024



Notable Successes

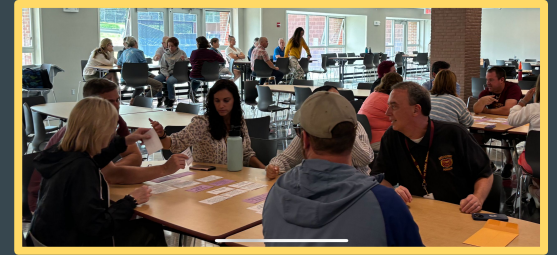
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Supporting “Connect”

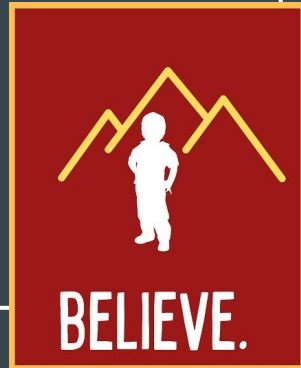
- Restorative Practices Trainings
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- Career & Technology Education Partnerships
- Dean, Athletic Director and Student Activities Coordination
- Improved Messaging

Insert Pictures Here



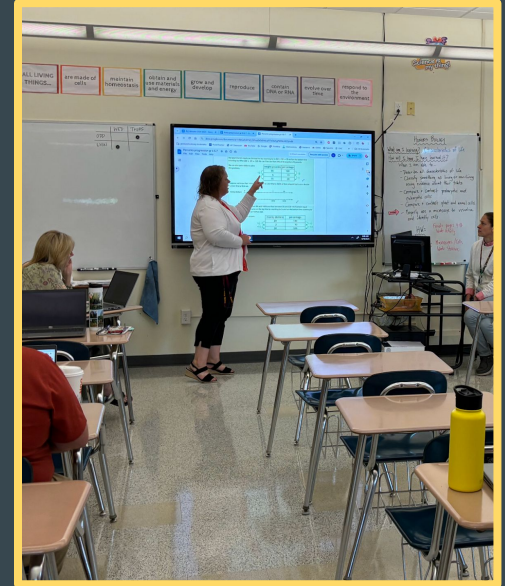
Supporting “Believe”

- Advisory Reboot with student input
- College and Career Planning
- Transition Program
- Teacher efficacy in evaluation
- Leadership Team Capacity



Supporting “Achieve”

- P/SAT-aligned dept. benchmarks and goals
- Vision of the Graduate Measures
- Teacher Use of DnA & Educlimber and work with individual students
- Revised MTSS intervention system
- Depts and coaches strengthening practices



Considerations

- Evolving mental health challenges (anxiety, phones, cultural changes)
- Need for precisely targeted interventions in reading, math, mental health
- Ongoing alignment to Vision of the Graduate
- Evolving technologies



Connect. Believe. Achieve.

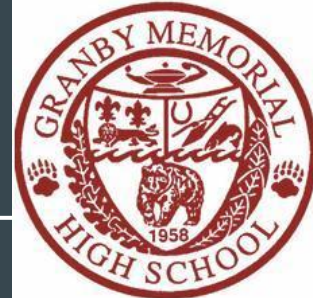
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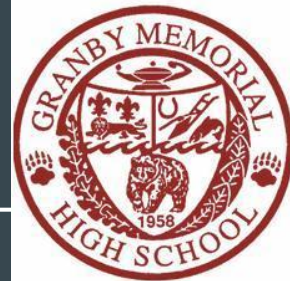
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Long-term Plans

- Further development of interventions and programming to meet needs
- Increased supports and pathways for College/Career
- Athletics Facilities Upgrades
- Maximizing opportunities within schedule
- NEASC Preparation



**Policy
3160(a)**

Business

Budget Expense Reports and Line Item Transfers

The Superintendent and/or his/her designee shall be responsible for administering and monitoring the budget through the course of the year. The Superintendent and/or his/her designee shall maintain a system of appropriate expenditure and encumbrance accounting that is organized to conform with the requirements for State and Federal Accounting Reports. A quarterly budget expense report shall be prepared identifying the appropriated budget amount, adjusted budget amount, expenditure to date, encumbrance to date and the uncommitted (i.e., available) balance for each major budget category, including any general comments indicating current budget status and/or reasons for substantial differences.

Such budget reports shall be provided to the Board of Education at the regularly scheduled meeting in the month following the period for which such report is prepared, in accordance with the following schedule:

Period Covered	Submitted
July, August, September	October
October, November, December	January
January, February, March	April
April, May	June

For purposes of this policy, a “line item” (i.e., itemized estimate) shall be defined in at least the following broad budgetary categories; salaries, benefits, utilities, supplies and grounds maintenance which may be further divided into one or more categories as set forth in the annual budget estimate submitted to the Town. Throughout the course of the year, adjustments in the subcategories of expenditure within such line items in the budget may be made by the Superintendent and/or his/her designee based on expenditures and budget projections. As necessary during the year, the Superintendent shall recommend to the Board of Education transfers from one line item to another as needed and evidenced by the adjusted budget amount in the above quarterly reports or otherwise. Funds shall be transferred so as to eliminate any projected deficit in any line item. Subject to the procedures set forth in Connecticut General Statutes Section 10-222, the Superintendent may make transfers between line items to make expenditures of an emergency nature, and to complete the payment of goods and/or services contracted during the fiscal year, yet not consumed or completed during the current fiscal year. As necessary throughout the year, at the recommendation of the Superintendent, the Board shall transfer funds from one line item to another to avoid deficits in any line item.

In accordance with law, unexpended balances in budget accounts shall revert to the Town General Fund at the close of the fiscal year once the above line item transfers have been satisfied and after the Board of Education has approved deposit of unexpended funds into the non-lapsing account, established in accordance with Board of Education Policy 3171 and Connecticut General Statutes Section 10-248a.

**Policy
3160(b)**

Business

Budget Expense Reports and Line Item Transfers

The Board of Education shall not expend more than the amount of the appropriation and the amount of funds received from other sources for school purposes. If any occasion arises whereby additional funds are needed by the Board of Education, the Chairperson of the Board shall notify the Board of Finance and submit a request for such necessary additional funds.

Legal References: Connecticut General Statutes

10-222 Appropriations and budget

10-248a Unexpended education funds accounts (as amended by PA 24-45 Section 7)

**This policy combines previous Policy 3160 and Policy 3430. Policy 3430 has been rescinded.*

Policy Adopted:

**GRANBY PUBLIC SCHOOLS
Granby, CT**

Regular Board of Education Meeting – Approved Minutes
Wednesday, October 16, 2024, 7:00 p.m.
Town Hall Meeting Room

Present Board Members: Liz Barlow, Heather Lombardo, Donna Nolan, David Peling, Karen Richmond-Godard, Ali Zafar, and Sofia Brenson (Student Representative)

Absent Board Members: Monica Logan and Katie O’Neill (Student Representative)

I. Call to Order and Welcome

Board Vice Chair, Heather Lombardo, called the meeting to order at 7:00 p.m. and welcomed everyone in attendance as well as online this evening. She stated the Board Chair could not be in attendance this evening.

II. Chairperson's Report

Heather Lombardo stated, in response to yesterday’s lockdown at the middle school/high school by the Granby Police Department, that Superintendent Burke will speak more about this in her comments later on this evening. She shared that she has a middle school student herself. She thanked the Police Department for their immediate and thorough response as well as Superintendent Burke and her staff for the timely updates and communication. She also voiced a special thank you to the teachers for keeping students safe and calm.

III. Awards and Recognition

Superintendent Burke shared pictures and highlights from a recognition ceremony held last Monday, October 7th, for Don Rethke, most notably known as “Dr. Flush” who was honored for his many years as the founder of the Granby Grunts Robotics Team. A photograph of him was framed with a plaque beneath it and hung outside of the classroom where the Robotics Team meets. Superintendent Burke read a letter written by a former GMHS student, Jimmy Gnesda, thanking Mr. Rethke for all of his contributions over the years and the legacy he will leave to the team.

IV. Public Comment

Julie Haefner, 236 Simsbury Road, Granby shared she is in favor of having a School Resource Officer (SRO) for the Town of Granby stating they are invaluable at the school and create relationships with students. She stated surrounding towns such as East Granby, Simsbury and Suffield support SROs. She feels it is important for the town to pay for this resource (rather than the BOE) and she requested that people contact the Town Manager in this regard.

Sean Wilmington, Granby, CT, shared that he also supports an SRO or some sort of security in the schools stating it makes sense to protect our investment which is our children. He asked the Board to please bring this topic up for future consideration.

V. Student Representative Reports

- Sofia Brenson stated the Homecoming Dance is this upcoming weekend from 7-10 p.m.
- Drama rehearsals have begun for *Twisted Tales of Poe* which will be held November 15-17.
- The World Language Department is hosting our sister school from Dijon, France this week.
- Seniors have begun their meetings with Guidance Counselors.
- The College Fair and Blood Drive were held last week and well attended.
- PSATs will be held next week on October 23rd as well as the NHS Induction Ceremony.
- Picture retakes are on October 24th and Quarter One closes on October 29th.
- The DECA can and bottle drive will be held on November 16th from 10-12 to raise money to hopefully send the team to the nationals.
- Girls’ volleyball won their last game 2-1; boys’ soccer won 2-1 vs. Coventry on Tuesday; girls’ soccer won vs. Coventry 2-0; girls’ field hockey plays tonight against Suffield; football plays on Friday night vs. Coventry away; and, cross country had a meet this afternoon at Bolton.

VI. Reports and Discussion

VI.A. Special Education Programming

Kate Weingartner, Director of Pupil Services, along with Jennifer Miller and Tracy Smith, Special Education Department Chairs for Elementary and Secondary Education, respectively, presented on Special Education

Programming in the district and shared that this year, a new special education leadership team was created. Jen Miller is the Department Chair for Elementary PK-5 and Tracy Smith is the Department Chair for Grades 9-12. She stated the Department Chair role is essential in supporting the building administrators in compliance as well as supporting teachers with issues around special education matters. She shared what the Pupil Services Department is responsible for such as Individualized Education Programs; Section 504 plans, monitoring and compliance with legal obligations, as well as serving as a resource to support the needs of all types of learners. She reviewed the Individuals with Disabilities Education Act (IDEA) which ensures that children identified with disabilities under the law between the ages of 3 and 22 receive a free appropriate public education. She also reviewed the disability categories related to IEPs. Next, Ms. Weingartner spoke about a continuum of services which identifies different service delivery models to provide specially designed instructions to students with a disability. She shared current special education enrollment numbers (321 students were identified in the October 1, 2024 collection). This number includes 3 students who attend the B.E.A.R. Transition Academy as well as 26 students who are privately placed by a PPT and 13 students who attend magnet schools which are parent-choice. David Peling inquired how the district knows needs are being met with outplaced students. Ms. Weingartner stated programs are approved by the State of Connecticut, reviewed during PPT meetings with district representation, and, additionally, site visits are held. Karen Richmond-Godard inquired if there has been an increase in special education services in the secondary level the past couple of years. Ms. Weingartner stated she just arrived in Granby in March and cannot speak to that; however, Superintendent Burke stated that she can put that data in her report to the Board.

Jennifer Miller shared there is a new program at the K-2 Level called RISE (Reaching Independence through Support and Education). She stated 6 students are currently in the program which is for students with developmental and cognitive disabilities. Tracy Smith spoke about another new program called PAVE (Personal Academics and Vocational Experiences). This program currently has 10 students enrolled and involves applied academics, life skills, and social skills. She also shared the B.E.A.R. Transition Academy (Bringing Emerging Adults Resources) offers a network of support within the community and is a program for students aged 18-22.

Ms. Weingartner informed the Board about continued needs across the district, such as, chronic absenteeism at the secondary level; early intervention in PreK; specialized reading at the secondary level; mental health/behavior/dysregulation; as well as continued expansion of transitional and vocational programming at the B.E.A.R. Academy with the hope of adding 7 students in the 2025-2026 school year. Liz Barlow inquired what the caseloads are like in Granby and Ms. Weingartner stated Granby has smaller caseloads than Simsbury and Farmington. She stated she looks forward to growing the program and the support from the Board. David Peling inquired how kids are identified and if it takes a long time to get identified. Ms. Weingartner mentioned MTSS (Multi-Tiered Systems of Support) and stated each building looks different as they look at the data and design interventions accordingly.

VI.B. School Counseling Report

Megan Rheiner, Director of School Counseling, presented a School Counseling Report to the Board regarding dual credit opportunities and post-secondary planning and shared the College Fair was held last week and over 90 pathways to college/career attended. Ms. Rheiner reviewed AP scores over the past 5 years and in 2024, 89% of students achieved a score of 3 or higher. She also reviewed achievements of the AP program such as 24 AP scholars; 22 AP Scholars with Honors; and 15 AP Scholars with Distinction. She spoke about the ECE and AP courses at GMHS stating that 5 AP/UNCONN ECE courses as well as 3 UNCONN ECE courses are offered. UNCONN ECE courses are \$50/credit and Granby students receive between 3-6 credits per course. She shared that 117 students enrolled in ECE courses at GMHS earned a total of 704 college credits. Next, Ms. Rheiner spoke about CCP (College/Career Pathways (Asnuntuck)) stating in 2024, 61 students received 183 credits who took Intro. to Business. For the HSPP (High School Partnership Program), students in their junior or senior year, can enroll in a community college course and receive credit. And, lastly, courses at Asnuntuck College for Manufacturing, Welding and Electronics are offered to juniors and seniors who attend GMHS in the morning and are transported to Asnuntuck in the afternoon. New for 2025, CCSU Dual Enrollment in new courses Personal Finance, Intro. to Financial Accounting and Fundamentals of Marketing are available. Ms. Rheiner concluded the presentation by sharing statistics of post-secondary plans for the Class of 2024 that 70% are attending four-year colleges and universities; 25% attending two-year colleges; 1% in Career Education; 1% in Military and 2% in employment. Superintendent Burke stated that Ms. Rheiner joined Granby over the summer to replace the Director of Guidance position which was under Julie Groene's position and is doing a great job thus far. She thanked her for all of the work put into her presentation.

VI.C. First Quarter Budget Expense Report (July-September 2024)

Ms. Nickie Stevenson, Director of Finance and Operations, presented the budget report for the first quarter of this school year (July 2024-September 2024) and stated analysis of both personnel and program accounts suggest that projected expenditures will be covered within the budget. Estimated special education expenses for FY25 are currently within the spending plan; however, deficits can be seen with out-of-district tuition and transportation. Ms. Stevenson explained the new design of the report which shows program accounts on one page, personnel accounts on another, and then supplemental information such as revenue to the town and the Quality and Diversity Fund on the last page. She stated the Q&D opening balance was \$95K and revenue to the town is projected to be a little over \$2.5M. As fluctuating special education expenses directly impact grant amounts, the Excess Cost Grant has been and will continue to be the largest unknown throughout the year. Donna Nolan stated this report was reviewed and accepted in the Finance Subcommittee Meeting this evening.

VII. Business Requiring Action

VII.A. Minutes

A motion was made by Donna Nolan and seconded by Liz Barlow that the Granby Board of Education approve the minutes from the September 18, 2024 Board of Education Meeting. This motion passed with one abstention (David Peling) at 8:20 p.m.

VII.B. Second Reading and Approval of Revised Policy 3541 - Transportation

The Curriculum/Policy/Technology/Communications Subcommittee recommended revised Policy 3541, Transportation, to the Board for a second reading and approval. A motion was made by Donna Nolan and seconded by Karen Richmond-Godard that the Granby Board of Education adopt revised Policy 3541, Transportation, as recommended by the Curriculum/Policy/Technology/Communications Subcommittee including the proposed edits presented this evening. This motion passed unanimously at 8:21 p.m.

VII.C. Second Reading and Approval of Revised Policy 6146 - Graduation Requirements

The Curriculum/Policy/Technology/Communications Subcommittee recommended revised Policy 6146, Graduation Requirements, to the Board for a second reading and approval. A motion was made by Donna Nolan and seconded by Liz Barlow that the Granby Board of Education adopt revised Policy 6146, Graduation Requirements, as recommended by the Curriculum/Policy/Technology/Communications Subcommittee. This motion passed unanimously at 8:22 p.m.

VIII. Committee Reports

VIII.A. Board Standing Committee Reports

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

This subcommittee has not met. The next meeting is on November 6th.

VIII.A.2. Finance/Personnel/Facilities

Donna Nolan reported this subcommittee met this evening to review and approve the first quarter budget expense report. Also, the contract negotiations for administrators have come to a tentative agreement and should be ready to be brought to the Board at the next meeting. Also discussed the athletic fields and track; there are some areas where water puddles have caused waves in the track. Repairs have been attempted to no avail. A request to potentially replace the track and field could come up in the next budget cycle. An issue with buses and the lack of bus drivers was discussed as it is affecting schools and athletic programs. Nickie Stevenson and Superintendent Burke are going to meet with the bus company.

VIII.B. Other Board-Related Reports

VIII.B.1. CREC/CABE

There was nothing to report for CREC/CABE.

VIII.B.2. Granby Education Foundation

Liz Barlow shared two grants that were approved: \$800 grant for the Native Peoples of Quinatuck to visit 2nd Grade classrooms for a lesson and \$120 to support the Children's Book Festival.

VIII.C. Calendar of Events

Heather Lombardo stated tomorrow night is trivia night at the middle school; October 23rd is the NHS Induction Ceremony; and, there is no school for students on November 5th for professional development. David Peling

inquired about professional development being at the high school on Election Day and Superintendent Burke shared that only high school staff will be at the high school for professional development and all other staff will be in their respective buildings.

VIII.D. Board Member Announcements

There were no Board member announcements this evening.

VIII.E. Action Items

1) Superintendent Burke will provide data on caseloads for special education students; and, 2) Data trends for the percentage of students receiving special education services

IX. Superintendent's Report

- Superintendent Burke provided the Board and community members a summary of what occurred in the district on Tuesday. A threat was called in to the Veterans crisis line, which was referred directly into the Granby Police Department who activated the lockdown and were on site immediately. They called for support from other police departments in order to sweep the middle school and high school buildings. Superintendent Burke shared that once a lockdown is initiated, buildings must stay in lockdown until released by the Police Department. Since the high school was put into lockdown, the middle school was also put into lockdown as they share the same campus. A text alert was sent that additional information would follow and 20 minutes later a second alert was sent that police were on site. She stated it took 50 minutes to clear the schools and at 3:15 p.m., we learned that the lockdown was lifted. She shared that other school districts across the state also fell victim to the same "swatting" event which is a false report and is intended to disrupt our emergency response system. This is happening in record numbers and over 80 calls have taken place across the state since school has opened this year. Superintendent Burke stated she is grateful and proud of this district from Central Office to teachers, staff and students and that it is a tremendous strain on everyone. The response was heavy and was challenging. Students were respectful and remained calm. It is an opportunity to reflect and receive feedback which was done this morning. She shared one major disruption to the process is the use of Facebook and social media while the lockdown is going on. It is important to have timely and accurate information. False information can be received and shared with students which is not helpful and only elicits more fear. She begged the community to work with the district in this regard to help staff and students remain calm. Today, the middle and high schools had the opportunity to debrief with staff and students. Superintendent Burke visited all of the schools on Wednesday morning. She thanked the Granby and Simsbury Police Departments as well as parents and the Board. Vice Chair Lombardo stated Chief Sansom attended the last BOE Meeting where the Crisis Protocols were reviewed. Superintendent Burke reminded everyone these documents can be found on the main page of the website.
- Met with the French exchange student this morning.
- On Monday, Mr. Chris DeGray, new Director of Facilities will join the staff at Central Office.
- The next edition of the *Vision* will be delivered at the end of the month in the *Drummer*,
- Granby Parks and Recreation is holding a "trunk or treat" in the BOE parking lot on Sunday, October 20th, from 1:30-3:30 p.m.
- A Farmington Valley flu clinic will be held on October 23rd from 2-5:30 p.m. in the high school cafeteria.
- The next regularly scheduled Board Meeting will be held on November 6th.

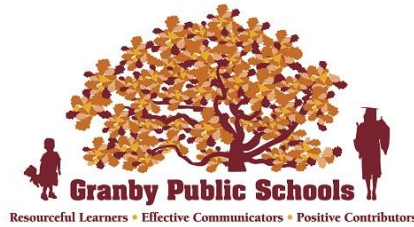
X. Adjournment

A motion was made by Donna Nolan and seconded by David Peling that the Granby Board of Education adjourn the regular Board of Education Meeting. This motion passed at 8:42 p.m.

Respectfully submitted,



Elizabeth H. Barlow
Board Secretary



To: Board of Education
From: Cheri Burke, Superintendent of Schools
Date: November 6, 2024
Re: Granby Association of School Administrators (GASA) Contract

The following is a summary of the major changes in the negotiated contract between the Granby Board of Education and the Granby Association of School Administrators (GASA) for the period July 1, 2025 through June 30, 2028:

Salaries:

- General wage increases as follows: 1.75% in the first year of the agreement, 2.25% in the second year and 2.25% in the third year of the agreement. General wage increases at max step as follows: 1.70% in the first year of the agreement; 2.0% in the second year and 2.25% in the third year of the agreement.
- The total increase over the three years of the contract is 11.53%, which equates to \$146,193.
- Levels were revised to include the Dean of Students position at Level 1; therefore, all other levels were moved up by one level. Additionally, the Director of Pupil Services was moved from Level 3 to Level 5.

Health Benefits

Employee premium sharing contributions to health insurance options for each year will be 21.25% in 2025-2026, 21.5% in 2026-2027 and 21.5% in 2027-2028. The dental premium sharing contribution will remain flat at 24% 2025-2028. Changes to the health care plan include a prescription co-pay and additional managed care parameters.

	2025-2026	2026-2027	2027-2028
HSA	21.25%	21.50%	21.50%
Dental	24%	24%	24%

Language Changes:

- There was a change in the language pertaining to retired administrators hired prior to July 1, 2025 that they may continue to participate in the Granby employee medical, dental and vision insurance plans at no cost to the BOE.
- Additional language changes around the way professional funds are disseminated as well as language added limiting course reimbursement to \$8,000/year per member.

Finance Subcommittee Meeting – Approved Minutes
Wednesday, September 18, 2024, 5:00 p.m.
Central Services

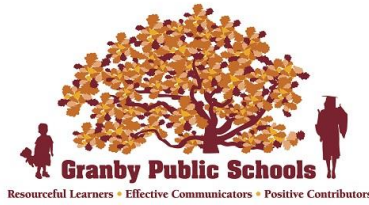
Attendance:

Heather Lombardo	Present	Cheri Burke	Present
Monica Logan	Present	Nickie Stevenson	Present
Donna Nolan	Present		
Ali Zafar	Present		

Meeting commenced at 5:10 p.m. Meeting adjourned at 5:34 p.m.

- 1. Public Comment:** N/A
- 2. Approve Minutes from the June 18, 2024 Finance Subcommittee Meeting:** A motion was made by Heather Lombardo and seconded by Donna Nolan to approve the minutes from the June 18, 2024 Finance Subcommittee Meeting. Motion passed.
- 3. FY24 Year-End Update:** Nickie Stevenson reviewed the FY24 year-end memo. The district ended the year with a \$235,269.86 surplus.
- 4. FY24 Year-End Budget Transfers:** Reviewed and approved.
- 5. New Policy 3171.1 – Non-Lapsing Education Fund:** Discussed the non-lapsing fund as a positive opportunity for the BOE to meet the necessary educational expenses that may be outside of the operating budget. This policy will be brought before the full Board for approval.
- 6. Other:**
 - There will be a shift to quarterly reports in lieu of monthly reports.
 - The Finance Subcommittee will be involved with contracts for buses, food services, etc.
 - Interviews have begun for the Director of Facilities position.

A motion was made by Heather Lombardo and seconded by Ali Zafar to adjourn the meeting. This motion passed at 5:34 p.m.



UPCOMING DISTRICT EVENTS

November 5	No School – Professional Development		
November 6	Curriculum Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Office Town Hall Meeting Room
November 7	PTO Meeting	6:00 p.m.	Wells Road Media Center
November 11	SEPTO Meeting	6:00 p.m.	Central Office
November 13-14	Early Release - Secondary Only (Conf.) 11/13 – MS Evening Conferences 11/14 - HS Evening Conferences	5-7:30 p.m. 5-7:30 p.m.	
November 15-17	HS Drama Play, <i>Twisted Tales of Poe</i>	Nov. 15-16 - 7pm Nov. 17 - 2pm	HS Auditorium
November 18	Veterans Ceremony – Lt. Governor’s Office	4:00 p.m.	HS Auditorium
November 18	GEF Meeting	7:00 p.m.	Central Office
November 20	Finance Subcommittee Meeting Board of Education Meeting	5:30 p.m. 7:00 p.m.	Central Office Town Hall Meeting Room
November 26	Thanksgiving Powder Puff	2:30-4:30 p.m.	HS Stadium Field
November 27	Early Release – All Schools		
November 28-29	Thanksgiving Recess – No School		Offices closed
December 4-6	Early Release–Elementary Only (Conf.) 12/4 – Kelly Lane Evening Conf. 12/5 – Wells Road Evening Conf.		
December 5	GMHS Band Concert	7:00-8:00 p.m.	HS Auditorium
December 6	GMMS Winter Wonderland Dance	6:00-8:00 p.m.	GMMS Gymnasium
December 6	NHS Volleyball Tournament	6:00-8:30 p.m.	HS Main Gym/Comm Gym
December 7	Granby BBall First Night	5:00-7:00 p.m.	HS Main Gym
December 11	World Language Honor Soc. Induction	6:00-8:00 p.m.	HS Auditorium
December 19	GMMS Chorus Concert	7-8:30 p.m.	HS Auditorium
December 20	Early Release (All Schools)		
Dec. 23-Jan. 1	Winter Recess		