

Hampton Board of Education
380 Main Street
Hampton, CT 06247

January 26, 2022

Minutes

1. Call to Order

Chairman Bisson called the meeting to order at 7:06 pm.

Present: Rose Bisson, Mark Becker, Juan Arriola (7:17), Maryellen Donnelly, Ann Gruenberg, David Halbach, Russ Moffitt, Matthew Flegert, Diane Gagnon (7:15).

Staff and Others Present: Superintendent Frank Olah; Principal Sam Roberson; Director of Pupil Services Shelly McNulty; Business Coordinator Sally Lehoux; Hampton Elementary School Staff; Board of Finance Chairman Kathy Donahue; Recording Secretary Dayna Arriola.

There was confusion regarding the meeting's pass code posted on the Town website, which accounted for the late arrivals of some of the members.

2. Audience for Citizens and Staff: no comment.

3. Correspondences:

CABE policy updates were received.

4. Approval of Minutes

Motion: Maryellen Donnelly, seconded by Mark Becker, to approve the December 15, 2021 Meeting Minutes with the following amendment: under New Business: Discussion and Possible Action on Changing Rates for Substitutes: "Motion carried unanimously, *Mark Becker abstaining.*" Motion carried unanimously.

By general consent, it was agreed to add "Action on Changing Rates for Substitutes" to the Agenda in order to correct the motion to state the hourly, rather than the daily, rate of pay.

5. Superintendent's Report

Dr. Olah distributed his report and summarized the impact of Covid on next year's budget, including the implementation of protocols, a significant hike in health insurance, and a cost-of-living increase, as well as the price of heating oil, which the school is no longer able to purchase in bulk.

6. Principal's Report

Sam Roberson distributed her report, noting that the school continues to make Covid accommodations, and that after-school programs will resume in a few weeks. Juan Arriola reiterated his request for the rate of absenteeism among staff this academic year. Ms. Roberson confirmed that she is responsible for contacting substitutes, a duty she performs without additional compensation. Mr. Arriola, Diane Gagnon and David Halbach expressed the concern that they are not familiar with most staff. Reportedly, Mr. Arriola's suggestion that staff photographs be available on the school website and in the school lobby met with some resistance. Chairman Bisson requested that the administrators discuss ways to resolve the issue. Mr. Arriola also reiterated his interest in visiting classrooms after the Covid pandemic no longer necessitates the current precautions. Discussion ensued as to whether this was permissible; Chairman Bisson noted that the administration may have disruptive individuals removed from the school.

7. Director of Pupil Services' Report

Shelly McNulty distributed her report, which included an update on the ESSER Special Education Recovery Activities Grant and the State Department of Education's new statewide Special Education Data System.

8. Business Coordinator's Report

Sally Lehoux distributed her report, which contained an update on the FY2020-2021 Audit that is nearing completion. To Maryellen Donnelly's question on the \$1500 for the playscape, Ms. Lehoux reported that the amount was a private donation. In response to Ann Gruenberg's question, Ms. Lehoux reported that the Auditor is of the opinion that the playscape expenses cannot be included in last year's budget.

9. Discussion and Possible Action on Setting Up a Sick Bank for Covid Related Absences

Dr. Olah explained that staff who tests positive for Covid must not return to school for five days, and since some of the non-certified staff have already used their sick time, there is a request that a bank be established with sick days donated on a volunteer basis. Concerns were raised by some members on establishing separate banks for certified and non-certified staff. Chairman Bisson suggested that the administration ask the school lawyer for advice on the issue.

Motion: Maryellen Donnelly, seconded by Anne Gruenberg, to implement a Covid sick bank for non-certified staff, for the period between August of 2021 and June of 2022, to be administered by the Superintendent.

In Favor: Maryellen Donnelly, Ann Gruenberg, Juan Arriola, Diane Gagnon, Mark Becker, Matt Flegert

Opposed: Russ Moffitt, Dave Halbach

Motion carried, 6-2.

10. Discussion and Possible Action on Auditor's Report: tabled.

11. Discussion and Possible Action on Juneteenth Holiday Calendar for Paid Time

Dr. Olah explained that the two twelve month employees, the Janitor and the Executive Secretary, would probably be the only employees impacted by the June 19 date.

Motion: Maryellen Donnelly, to approve Juneteenth as a paid holiday. After some members expressed concern that the school year could extend to June 19 due to snow days, it was agreed by general consent that more information is required, and Ms. Donnelly withdrew her Motion.

12. Discussion and Possible Action on the PDEC Plan.

Sam Roberson explained the State Department of Education's Professional Development and Evaluation Committee Plan which allows for flexibility during the Covid pandemic.

Motion: Maryellen Donnelly, seconded by Mark Becker, to adopt the flexibilities as presented in the plan titled *Connecticut Guidelines for Educator Evaluation 2017 (Flexibilities 2021-2022)* for the 2021-22 school year. Motion carried unanimously, Juan Arriola abstaining.

13. Committee and Liaison Reports

- a. **Communications:** the committee did not meet.
- b. **Finance and Operations:** Mark Becker reported that the committee discussed projects such as installing mini-split units in classrooms, replacing the front parking lot, HVAC maintenance, and the second playscape unit.
- c. **Policies:** Ann Gruenberg reported that the committee met and discussed roles and responsibilities and offices were assigned. To Chairman Bisson's query, Ms. Gruenberg knew of no policies related to problems experienced with disruptive participants in a Zoom meeting.
- d. **Ad-Hoc Minority Recruitment:** Juan Arriola requested that Diane Gagnon be appointed to the Committee and that Minority Recruitment be extended to include Retention. He also requested the committee's written charge.

Motion: Juan Arriola, seconded by Diane Gagnon, to rename and recharge the Ad-Hoc Minority Recruitment and Retention Committee. Motion carried unanimously.

Chairman Bisson will consider appointing Diane Gagnon.
- e. **Ad-Hoc Superintendent's Evaluation:** the committee did not meet.
- f. **CABE:** Ann Gruenberg reported that the Diversity & Equity Committee met.

- g. **EastConn:** Maryellen Donnelly reported that EastConn prepares detailed reports, which she will forward to members at their request.
- h. **Non-BoE Meeting of Hampton/Scotland Discussions:** Chairman Bisson reported that the Governance Sub-Committee is nearing completion of a recommended cooperative agreement, and that the Programming Sub-Committee is still working on the costs of staffing needs for a combined school. She encouraged members to attend the meetings.

14. Additions to the Agenda:

Motion: Maryellen Donnelly, seconded by Mark Becker, to add the following items to the Agenda: Set a Special Meeting Date for the Evaluation of a Public Official; Set a Special Meeting Date for a Budget Meeting; Action on Changing Rates for Substitutes.

a. Schedule a Special BoE Meeting Date for the Evaluation of a Public Official

By general consent, a Special Meeting was scheduled for February 3, 2022 at 6pm in the school's Library/Media Center.

b. Schedule a Special Meeting Date for a Budget Meeting

By general consent, a Special Meeting, via Zoom, was scheduled for February 17, 2022 at 7PM.

c. Action on Changing Rates for Substitutes

Motion: Russ Moffitt, seconded by Diane Gagnon, to set the substitute rate at 14.91 per hour for substitutes without Bachelor's degrees, and 16.91 per hour for substitutes with Bachelor's degrees. Motion carried unanimously, Mark Becker and Juan Arriola abstaining.

16. Audience for Citizens and Staff

Kathy Donahue asked if the school had received legal responses to the questions posed regarding the Audit; Sally Lehoux reported that the Superintendent has requested them, twice. She also asked for copies of the current certified and non-certified staff agreements. To her questions on the school's updated 5-Year Plan, Mark Becker stated that it was included in the board's December packet.

Juan Arriola stated that he has never been a disruptive presence in any school or public building. Chairman Bisson apologized for the statement and clarified that she was thinking of one instance when a parent, observing in one of the classrooms, became disruptive.

17. Adjournment

Motion: Matthew Flegert, seconded by Diane Gagnon, to adjourn the meeting at 9:05pm. Motion carried unanimously.

Respectfully submitted,

Dayna Arriola

This is a draft version of the Minutes until approved by the Board of Finance.

https://drive.google.com/file/d/1SiNSEC9GXtqdrYH1MxmHmZ8EaAkIYh_S/view?usp=drive_web