

Business Coordinator Report
BOE Meeting December 15, 2021
(written December 9, 2021)

Our auditor will be in town the week of December 13 reviewing information for the 2020-2021 audit. This visit should allow him the opportunity to gather all the remaining information he needs to complete the audit.

As we prepare for the 2022-2023 budget season we have been made aware that claims for our insurance group this past year have been higher than anticipated. Our insurance group will go out to bid, as we do each year. Our rates are typically finalized at the end of February. We are anticipating a moderate health insurance premium increase of 6%.

Hampton Elementary School is having difficulty filling our teacher and paraprofessional absences with substitutes. Through the CT Association of School Business Officials (CASBO), I have learned that the lack of substitutes is a statewide issue and many districts have increased their pay rates. There are days, approximately once per week, when the school does not have enough subs to cover all staff absences. Qualified special education paraprofessionals have been used to fill in for absent teachers. On these days, when the school is short staffed, all staff in the building juggle their schedules to fill in coverage gaps to maintain the level of support outlined in student individualized education plans (IEPs).

Principal Roberson has had multiple substitute applicants she would have liked to hire who backed out when they compared our rates to other local districts. To make our district more attractive to potential substitutes, administration is proposing an increase to the rates for substitutes effective January 1, 2022. The administrative proposal is summarized below and a draft copy of the Substitute Pay Rates is included with the meeting documents.

		Current		Proposed	Increase
BA	Current	6.5 Hour	Proposed	6.5 Hour	Per 6.5 Hour
Degree	Rate	Wage	Rate	Wage	Day
N	\$13.00	\$84.50	\$14.91	\$96.92	\$12.42
Y	\$14.50	\$94.25	\$16.91	\$109.92	\$15.67

We anticipate heating oil expenses to be well above budget. Changes in staffing, insurance elections and purchasing technology using grant funds, will allow us to stay within our 2021-2022 budget.

Respectfully submitted,

Sally Lehoux