

The Regional School District 13 Board of Education Human Resource Committee met in Special Session on Thursday, January 30, 2020 at 4:00 PM in the Library at Coginchaug Regional High School, Durham, Connecticut. Committee members present: Mrs. Geraci, Mr. Moore and Mrs. Petrella
Committee members absent: Mr. Hicks
Administration present: Mrs. Manning, Director of Organizational Development

Mrs. Petrella called the meeting to order at 4:03 PM.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Public Comment

None.

Approval of Agenda

Mrs. Geraci made a motion, seconded by Mr. Moore, to approve the agenda, as presented.

In favor of approving the agenda, as presented: Mrs. Geraci, Mr. Moore and Mrs. Petrella. Motion passed unanimously.

Approval of Minutes - April 23, 2019

Mr. Moore made a motion, seconded by Mrs. Geraci, to approve the minutes of the April 23, 2019 meeting, as presented.

In favor of approving the minutes of the April 23, 2019 meeting, as presented: Mrs. Geraci, Mr. Moore and Mrs. Petrella. Motion passed unanimously.

RSD 13 District-Wide Staffing

Mrs. Manning explained that the committee members have a copy of the draft chart of proposed staffing that is part of the budget process as well as the monthly staffing update and summary.

Beginning with John Lyman, there will be minimal staffing changes in the 2020-2021 school year. Moving to Brewster, there are proposed changes due to the change in configuration. One grade 2 teacher will be added and three grade 3 teachers will move to Memorial. Mr. Moore noted that the preK-2 level is the only area with a 10 percent growth. At Memorial, four grade 6 teachers will move to Strong, three grade 3 teachers will be added from Brewster, a .5 regular educational instruction assistant will be moved to Strong and the physical education department will reduce from two to one. Mrs. Manning explained that some full-time employees will be split between schools as well and others will be district-wide.

Moving to Strong, which will be a 6-8 middle school, they are proposing to add a Coordinator of Student Affairs, an enrichment teacher and increasing an instructional assistant to 1.0. Four sixth-grade teachers will transfer from Memorial to Strong and will be content-specific teachers. Mrs. Petrella asked if there will be a guidance counselor at Strong and Mrs. Manning explained that that is under Special Education Services. Mrs. Manning explained that the Coordinator of Student Affairs will not be an administrative

position, but a teacher leader position dealing with the social-emotional needs of the students. They will be looking for someone with certifications and experience in those areas.

Mr. Moore noted that they met with the PTOs and parents are very concerned about the relationship between sixth and eighth grade students. They would be very supportive of having someone to focus on those needs. Mrs. Manning went on to describe that there would be a psychologist, a social worker and the Coordinator of Student Affairs. Mr. Moore noted that there are 353 students at Strong with 484 in the high school right now.

At the high school, they propose to reduce a science teacher from 1.0 to .6, eliminate one business teacher, reduce math by .1 and eliminate a .5 social studies teacher.

At Central Office, they propose to eliminate the Director of Organizational Development position and replace it with a .5 HR Specialist, non-certified position. They also propose to add an IT technician. At MTA, they would make adjustments based on the number of students.

Mrs. Manning summarized that there are seven new proposed positions, six of which are certified. They are proposing a total of four staff reductions, leaving an overall increase of three.

Looking specifically at the Coordinator Student Affairs at Strong, Mr. Sadinsky hopes that the person has gone through an 092 program, though that would not be required. Additional support will be necessary for all of the students, to support the climate and culture, work with student discipline and restorative practices and the coordination of the students coming in for sixth grade. This person will also be a member of the SAT, student assistance team. Mrs. Geraci thought that the board will feel that, with the high school shrinking, a Dean of Students will not be truly warranted at the high school and if that position could be split between Strong and the high school. Mrs. Geraci does feel that the emotional support is needed at Strong. Mrs. Petrella feels that guidance is a critical piece at the high school. Mr. Moore explained that the Dean of Students has basically taken over as Vice Principal. Mrs. Petrella suggested that Dr. Serino explain this position further.

Mrs. Manning reviewed that the grade 2 classroom teacher is based on numbers and class size. The BCBA (certified behavior analyst) will decrease the amount services needed from contracted agencies. Mrs. Geraci asked if the current BCBA has been approached about the position.

The alternative education program at the middle school and high school is for students who are currently outplaced and will work to return to the district. Jen Keane has a robust plan and model for this position. This will result in a reduction in outplacement costs. Special education or literacy specialist is to enhance student learning and to reduce the need for outside evaluations and should present a cost savings in that.

The Systems Tech will be between the Network Systems Manager and the Computer Technician and is necessary due to work load. Mrs. Geraci suggested they show statistics of the level of activity.

Mrs. Petrella asked if a looping option will be available at Brewster once the transition is made and Mrs. Manning stated that there have been conversations about that, but no final decisions have made. Mrs. Geraci stated that there is one looping classroom at Brewster now, from kindergarten to first grade. Mrs. Petrella clarified that she was asking about multi-age classrooms and Mrs. Manning explained that they are looking at a variety of options.

Mrs. Manning summarized that the committee would want to know the difference between the Coordinator of Student Affairs and the Dean at the high school as well as getting more data about the IT positions. Mrs. Petrella also asked for a possible number of students that the enrichment teacher will work with. Mrs. Geraci asked about the fluctuations in secretaries, teaching assistants and special ed assistants. It seems to be over budget by two secretaries, down four teaching assistants and up five special ed assistants. She also asked about three teaching assistants at Brewster vs. four kindergarten classes. Mrs. Manning explained that she will share that feedback with Dr. Serino and Mrs. Neubig.

Superintendent's Goals

Mrs. Petrella felt that there may be no need to discuss the superintendent's goals at this point and Mr. Moore stated that they have been emailed to everyone. Mr. Moore felt that they are compatible with the board's goals. Mrs. Geraci also felt that they are aligned.

Mrs. Petrella suggested that the evaluation document be sent out some time in April this year so that it is completed before the May board meeting.

There was then some discussion about board elections if the referendum is passed.

Mrs. Geraci left the meeting at this point.

Review of School Climate Survey

Mr. Moore explained that they have already seen the survey results and reviewed them at the Well-Being Committee meeting. He did feel that there were some issues that the district will need to deal with, but the teachers are basically satisfied. The issues of bullying, equity and racism are areas where students, teachers and parents are concerned. Mr. Moore was also concerned about the students, teachers and staff exhibiting high levels of respect for one another and felt that the administration needs to look at that. The value of homework is another issue.

Public Comment

None.

Adjournment

Mrs. Petrella made a motion, seconded by Mr. Moore, to adjourn the meeting.

In favor of adjourning the meeting: Mr. Moore and Mrs. Petrella. Motion passed unanimously.

The meeting was adjourned at 4:55 PM.

Respectfully submitted,

Debi Waz
Alwaz First