

HEBRON BOARD OF EDUCATION  
Thursday, April 11, 2019  
REGULAR MEETING  
Gilead Hill School – Music Room  
7:00 p.m.  
MINUTES

- I. Call to Order and Roll Call Chairperson Erica Bromley called the meeting to order at 7:01 p.m.

Board Members Present: Erica Bromley, Heather Petit, Kevin Williams, Geoffrey Davis, Maryanne Leichter, Kathy Williams

Board Member Absent: Christopher Aker

Board Liaisons Present: Diane Del Rosso, Gail Richmond

Administrators & Staff Members Present: Timothy Van Tassel, Don Briere, Katie Uriano, Michael Larkin, Patricia Schiavi

- II. Pledge of Allegiance, Introductions

**Motion** by Kevin Williams to add Discussion and Possible Action on Interim Superintendent of Schools as Agenda item 8b.2. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

- III. Public Comments

Terry McManus – Thanked Mr. Van Tassel for his participation at town meetings saying he was sorry to see the superintendent leave Hebron.

- IV. Board Member Comments

No board member comments at this time.

- V. Acknowledging Student Achievement

A. Schools in the Spotlight

- Spanish Tribute

Mr. Varano shared an experience of 20 fifth graders participating in a pen pal program with students in Mexico. Two students from 5<sup>th</sup> grade Tucker Haines and Liam Galligan and a former student Skyler Haines discussed the benefits of experience with kids from Mexico. Mr. Varano and the students then handed out a phrase book to each board member as a gift from the 20 students in the program.

B. Superintendent's Report

- Principal Updates (Read Only) (Encl. 5b)

- Invention Convention

Mr. Van Tassel congratulated the students who participated in the Invention Convention.

- 2019-2020 Town Budget Deliberations Update

The 2019-2020 Board of Education budget was reduced by \$90,000 and will go to the voters May 7<sup>th</sup>. The budget now stands at \$11,340,523 or a -1.27%.

- Kindergarten Registration Update  
At this time there are 81 students registered for kindergarten next year.
- Certified Negotiations  
The beginning of certified negotiations must begin by July 20<sup>th</sup>. Mr. Van Tassel asked that any board members interested in participating please email Mrs. Bromley. A committee will be set up at a later date.
- April Vacation  
Mr. Van Tassel wished everyone a warm and happy April vacation.

#### VI. Chair's Report

Mrs. Bromley had nothing to report at this time except a reminder of the budget referendum on May 7<sup>th</sup>.

#### VII. Board Liaison Report

Mrs. Richmond had no report at this time.

Mrs. Del Rosso reported the Board of Selectmen moved the budget forward to the Board of Finance which removed the SRO money from the Board of Education budget and incorporated the money in the town budget in order to have it in the correct account as any police employment is through the town. The Board of Finance then reduced the budget in order to keep the mill rate at a certain level. The mill rate now stands at 37.05 which is a reduction from this year at 37.44.

#### VIII. Consent Agenda

##### A. Approval of Minutes

1. Special Meeting – March 14, 2019 (Encl. 8a.1)
2. Special Meeting – March 14, 2019 (Encl. 8a.2)

**Motion** by Maryanne Leichter to approve 8a.1 March 14, 2019 and 8a.2 March 14, 2019 minutes as presented. Seconded by Heather Petit. Vote: Yes: Erica Bromley, Heather Petit, Geoffrey Davis, Maryanne Leichter. Abstention: Kathy Williams, Kevin Williams. Motion carried.

##### B. Personnel

1. Discussion and Possible Action Regarding Resignation of Superintendent

**Motion** by Kevin Williams to accept the resignation of Superintendent Timothy Van Tassel as of June 30, 2019. Seconded by Kathy Williams. Discussion: Mr. Van Tassel read his letter of resignation. Kevin Williams said that Mr. Van Tassel has done an admirable job and it's rare to find a superintendent who has such a powerful relationship with staff, the board and the town. He then said Mr. Van Tassel had an innate ability to work at making lives better. Heather Petit said there was no better superintendent in the State. Maryanne Leichter stated when we interviewed for the superintendent's position he came in with honesty and is so glad he came here. Kathy Williams said the board is going to miss him. She was also very appreciative of the clarity in which the budget was presented. Geoff Davis thanked Mr. Van Tassel for standing

up and speaking on behalf of the board with staff, parents and various boards and being transparent in the process. Erica Bromley said she didn't think there is a single person who is not sad to see Mr. Van Tassel go. She has had the pleasure of being the board chair during his tenure and he is leaving very big shoes to fill. Mr. Van Tassel said he was very fortunate to be working in Hebron with the board and will miss them. Vote: All in favor regretfully. Motion carried.

2. Discussion and Possible Action on Interim Superintendent of Schools  
**Motion** by Kevin Williams to authorize the Superintendent and Board Chair Erica Bromley to communicate with legal council regarding the hiring of an Interim Superintendent beginning July 1, 2019. Seconded by Kathy Williams.  
Discussion: The timeline is short to be able to secure a superintendent by July 1, 2019. The dialogue should start now. Vote: All in favor. Motion carried.
3. Discussion and Possible Action Re: Appointment of BOE as Superintendent Search Committee  
**Motion** by Kevin Williams to appoint the Board of Education as the Superintendent Search Committee. Seconded by Kathy Williams.  
Discussion: Mrs. Bromley read a correspondence from Andy Tierney, Town Manager. The letter is attached to the minutes. After receiving the letter Mrs. Bromley, Mr. Van Tassel and Mr. Tierney had a conversation. His message was meant to be a considerations and understands the decisions are under the Board of Education's purview. The search committee will possibly work with a consultant to gather information including parent surveys, forums and staff input. Mrs. Petit discussed shared services with state agencies, town government and wants to make sure all are looking at in these discussions. Mr. Williams has concern regarding the stability of the district. Decisions around regionalization does not happen within a 12 month period of time and it would be premature depending on the state decisions. Major change would take time. Mrs. Bromley said the committee will have conversations regarding different proposals but it will have to be looked at in parallel with the search for a superintendent. Mr. Williams also said there should be conversations on whether to hire a full-time or part-time superintendent based on the responsibilities of the position. Mrs. Petit commended the board and the superintendent for all the shared services already taking place in the district.  
Vote: All in favor. Motion carried.
4. Hardship Leave (Encl. 8b.3)  
**Motion** by Kathy Williams to approve the request from Ashley Archer for an unpaid one year hardship leave. Seconded by Kevin Williams. Vote: All in favor. Motion carried.  
**Motion** by Kathy Williams to approve the request from Kimberly Waldron for an unpaid one year hardship leave. Seconded by Maryanne Leichter. Vote: All in favor. Motion carried.

A. Reports

1. 2018-2019 Year to Date Financial Report (Encl. 9a.1)  
Stephanie Levin, Financial Assistant prepared a Year to Date Financial Report through 4/1/2019 showing a balance of \$151,921.
2. Enrollment Report (Encl. 9a.2)  
The Monthly Enrollment Report was presented showing the total number of students at 663 with 352 students at Hebron Elementary School and 311 students at Gilead Hill School.
3. Cafeteria Services Report (Encl. 9a.3)  
Trish Schiavi, Clerk of Payables shared an updated Cafeteria Services Report showing a loss of \$317.17 for the month of March. As of April 1<sup>st</sup> there is a balance of \$2,435.30 in the total Cafeteria Account. Mr. Van Tasel is hopeful of extending the contract with EASTCONN and there will be a presentation in the future.
4. Student Activity Report (Encl. 9a.4)  
The Student Activity Report was shared and showed a balance of \$5,442.47 for Gilead Hill School and a balance of \$19,947.32 for Hebron Elementary School.
5. Preschool Financial Report (Encl. 9a.5)  
A Preschool Financial Report was presented showing expenses and revenue for the entire program. At this time there is a balance of \$23,008.86 in the Board of Ed. Preschool Program and a loss of \$875.46 in the School Readiness Program. The balance of the BOE program will be used to offset salaries.

X. Committee Updates

1. Resource Management Committee  
The Resource Management Committee was held April 10<sup>th</sup> to discuss the financial and cafeteria reports, bus contract, teacher negotiations, along with the transfers to be addressed later in the meeting.
2. Policy Committee  
No meeting has been scheduled.
3. Communication Committee  
The Communications Committee will meet immediately after this meeting to update the budget flyer.
4. Education Foundation Liaison  
No update at this time.
5. School Readiness Liaison  
Don Briere said a meeting had been held March 26<sup>th</sup> to begin crafting the community grant.

XI. Discussion & Possible Action on Non-Renewal of Non-Tenured Teachers in Accordance With CT Statute 10-151 (Handout)

**Motion** by Maryanne Leichter that the contract of employment of Rebecca Curns, Megan Shah, Gabrielle Anderson, Alexandra Losi, Kristin Lasko, Michelle Terry, Amanda Wishart, Sean Quint, and Katherine Mercer not be renewed for budgetary reasons for the 2019-2020 school year and further move that the Superintendent of Schools be directed to advise such persons in writing of this action. Seconded by Kevin Williams. Vote: All in favor. Motion carried.

XII. Discussion & Approval of the 2019 – 2024 Bus Contract

**Motion** by Kevin Williams to approve moving forward with a five year transportation contract with DATTCO, Inc. for the transportation contract extending from July 1, 2019 - June 30, 2024 and to authorize the superintendent to sign said agreement as negotiated. The current bus rate includes a \$315 per diem charge per bus with an additional charge of \$2.75 per diem per bus for digital cameras and a \$2,500 annual performance bond fee.

Seconded by Kathy Williams.

Discussion: Mrs. Leichter asked what the percentages were for an increase from last year. Mr. Van Tassel said the budgeted amount is at 7% and will have to figure out the percentage of the new contracted amount. Mrs. Leichter also stated she is very concerned with the reputation for service with DATTCO. Mr. Van Tassel said he is very hopeful that DATTCO will meet the expectations of the district and also stated there had been numerous background checks. This is a shared service with the Boards of Education of RHAM, Marlborough and Andover. All four districts have to approve this contract in order for it to move forward.

Vote: Yes: Erica Bromley, Heather Petit, Geoffrey Davis, Kevin Williams, Kathy Williams.

No: Maryanne Leichter. Motion carried.

XIII. Discussion & Approval of Healthy Food Certification Statement (Encl. 13)

**Motion** by Kevin Williams that pursuant to C.G.S. Section 10-215F, the Board of Education certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2019 through June 30, 2020. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any fundraising activities on school premises sponsored by the school or by non-school organizations and groups.

The Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

XIV. Discussion & Possible Action on 2018-2019 Budget (Encl. 14)

**Motion** by Maryanne Leichter to approve the transfers as presented in the packet as Enclosure 14. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

XV. Plans for Staff Appreciation

Staff breakfast will be held at Hebron Elementary School on May 6<sup>th</sup> and at Gilead Hill School on May 7<sup>th</sup>.

XVI. Public Comment

Mal Leichter, discussed the water project for Hebron Elementary School saying the town now has a signed contract with Silver Petrucelli. The next meeting is scheduled for Monday, April 15<sup>th</sup>. Silver Petrucelli will be at HES during April vacation and will work with Wayne Durocher. The application for the project should be at the State before June 30<sup>th</sup> to receive 54%

reimbursement. The town has to approve the funding before the application is submitted. Mr. Leichter has discussed this with Mr. Tierney.

XVII. New Business

Heather Petit asked that the School Board Liaison be put on the next agenda.

XVIII. Board Member Comments

Mr. Williams said that with the introduction of an initiative of a school resource officer the board opened the door on our focus of board of education responsibilities. The Board of Education should be respectful of other boards and their responsibilities and hope they will have respect for ours.

XIX. Adjournment

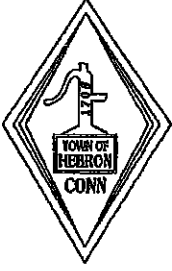
**Motion** by Kevin Williams to adjourn at 8:30 p.m. Seconded by Kathy Williams.

Vote: All in favor. Motion carried.

Respectfully submitted,

Karen Conderino

Board Clerk



ANDREW J. TIERNEY  
TOWN MANAGER

## *Town of Hebron*

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BRIAN D. O'CONNELL  
SELECTMAN

CLARA O'BRIEN  
SELECTMAN

JOHN B. COLLINS  
SELECTMAN

April 10, 2019

Hebron Board of Education  
Attn: Erica E. Bromley, Chairman  
580 Gilead Street  
Hebron, Connecticut 06248

Dear Ms. Bromley and Board Members:

With the recent announcement of Superintendent Van Tasel's resignation, I would like to take this opportunity to encourage the Hebron Board of Education to consider alternative approaches to his replacement. Tim and I have enjoyed a good working relationship, and the Hebron Public School district is currently in a good place providing excellent education and I am confident that this will continue.

Due to pending State of Connecticut legislation regarding school regionalization this may be an opportune time for Hebron to review its structure. At this crossroad; it may be time to meet with area School and Town Officials to explore all options including but not limited to, a fully regionalized district, a part-time Superintendent or a variety of other scenarios.

After a recent Connecticut Conference of Municipalities meeting and speaking with our State Representatives concerning the drawback of State funding and declining enrollment, I strongly encourage the Board of Education to:

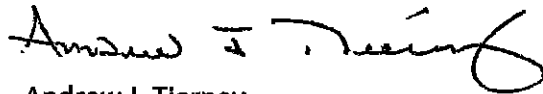
- not establish a Superintendent Search Committee at this time;
- appoint an Interim Superintendent; and
- consider a Temporary Regional School Study Committee.

Taking a pause before moving ahead with the status-quo will provide time to explore all options and work to ensure future excellence for all students of the Region 8 Schools while keeping control of future costs.

Please have this letter read into the Minutes of the Regular Meeting of the Hebron Board of Education Meeting on Thursday, April 11, 2019 under Public Comment referring to Agenda Item VIII. B. 2.

Thank you for your time and consideration.

Very truly yours,

A handwritten signature in black ink, appearing to read "Andrew J. Tierney". The signature is written in a cursive style with a large, looping final flourish.

Andrew J. Tierney  
Town Manager

AJT:dw

cc: Superintendent Timothy Van Tassel  
Board of Selectmen  
Board of Finance