

**HEBRON BOARD OF EDUCATION
REGULAR MEETING**

Gilead Hill School – Music Room

7:00 p.m.

Minutes

- I. Call to Order and Roll Call Heather Petit called the meeting to order at 7:02 p.m.
- Board Members Present: Heather Petit, Maryanne Leichter, Christopher Aker, Geoffrey Davis (7:05 p.m.), Kevin Williams, Kathy Williams, Joseph Zuzel, Christopher Aker
- Board Liaison Present: Diane Del Rosso, Gail Richmond
- Administrators & Staff Members Present: Dr. Lynne Pierson, Tricia Schiavi, Stephanie Levin, Dr. Donald Briere, Michael Larkin, Katie Uriano
- Guests: A. Veneziano, J. Collins, M. Leichter, K. Sudol, K. Fodaski, L. Galligan, Student Representative
- II. Pledge of Allegiance, Introductions – A Role Call of the Board of Education and meeting guests was held, followed by the Pledge of Allegiance led by Hebron Board of Education Student Representative Liam Galligan.
- III. Public Comment – John Collins stated that he received the 2017 lead data from Dr. Pierson. John Collins noted that he requested from FOIA the data from the Board of Education and the Dept. of Public Health. John Collins indicated that he received five data points from GHS and stated that a risk reduction plan needs to be implemented. John Collins stated that he would recommend obtaining a larger data set. Dr. Pierson stated that there are three years’ worth of data for both HES in her office that have been prepared for John Collins for pick up on October 10, 2019. Dr. Pierson indicated that they are in the process of obtaining additional data.
- Mal Leichter stated that John Collins was informed in March that 10 years of data are available from the Dept. of Public Health. Mal Leichter indicated that John Collins chose not to do that and he was told that the Board of Education does not have access to 10 years of data. Mal Leichter noted that there is a need to continue to pursue this issue with GHS.
- IV. Board Member Comments – Heather Petit welcomed Joseph Zuzel to his first Board of Education meeting.
- V. Acknowledging Student Achievement
- Student Council – Liam Galligan went over who serves on the Student Council and the purpose of the Student Council.
 - Superintendent’s Comments – Dr. Pierson reported that the NAEYC assessor arrived at GHS on 10/1/19. She observed the classrooms, did safety checks and looked at the well-prepared programs. Dr. Pierson noted that due to such a high level of organization by Katie Uriano, the assessor finished in one day. Dr. Pierson thanked Katie Uriano for all of her hard work throughout this process.

- Principal Updates (Read Only) (Encl. 5a)
- 2018-2019 Smarter Balanced Assessment Presentation – Donald Briere provided a brief overview of the Smarter Balanced Assessment. Donald Briere provided the Board with scores from the 2018-2019 school year for grades 3-6. Donald Briere went over the areas of strengths and needs for each grade level for Math and ELA.

Michael Larkin went over the action plan that has been put in place. Michael Larkin informed the Board in regards to what is presently being done and what the next steps will be in the future.

Joseph Zuzel stated that he would like to see data from the other districts in our DRG.

- VI. Chair's Report – Heather Petit and Dr. Pierson presented Kevin Williams, Kathy Williams and Geoffrey Davis with gifts from the Board and thanked them for their years of service.

Heather Petit stated that she and Dr. Pierson met with Andy Tierney regarding the SRO. They had a very limited amount of people who applied. It was agreed to put the posting back out there for part-time and full-time in hopes that this will garner more interest.

- VII. Board Liaison Report – Gail Richmond reported that the BOS approved the job description for the SRO.

Diane DelRosso reported that the Board of Finance has been working on the bonding. There have been a couple of meetings with the bond financial advisors and the Board of Finance will be presenting to the Town. There was a joint meeting this week with the BOS and the BOE to get everyone on the same page with budget preparation.

The joint Boards agreed to adjust the timing of the joint Boards conversation to take place after Election Day so that new Board members would be part of the budget discussion from the beginning of the process.

- VIII. Consent Agenda

A. Approval of Minutes

1. Regular Meeting – September 12, 2019 (Encl. 8a.1)
Motion by Kevin Williams to approve the minutes of September 12, 2019.
Seconded by Kathy Williams. Vote: All in favor. Motion carried.

- IX. Informational – No Action Required

A. Reports

1. 2019-2020 Financial Report (Encl. 9a.1)
The 2019-2020 Financial Report through 9/30/2019 shows a balance of \$685,863. Stephanie Levin noted that there have not been many changes since the last meeting.
2. Cafeteria Services Report (Encl. 9a.2)
Stephanie Levin shared an updated Cafeteria Services Report showing a deficit of \$9,127.34 for the month of September. Stephanie Levin reported that product cost was more than anticipated due to a change in the menu from EastConn. EastConn is aware of this and will be adjusting accordingly.

3. Preschool Report (Encl. 9a.3) – As of 9/30/2019 there is a total balance in Preschool of \$10,038.22.
4. Student Activity Report (Encl. 9a.4) – The student activity report was shared and showed a balance of \$19,631.40 for Hebron Elementary School and \$4,169.19 for Gilead Hill School.
5. Enrollment Report (Encl. 9a.5) – The Enrollment Report as of 10/1/19 showed a total of 658 students with 341 at Hebron Elementary School and 317 at Gilead Hill School.

X. Committee Updates –

1. Resource Management Committee – Maryanne Leichter reported that they met and discussed all of the financial reports and CIP.
2. Policy Committee – Heather Petit reported that they met and went over Policy 9023 Student Representative.
3. Communication Committee – Has not met.
4. Education Foundation Liaison – The Autumn Auction is October 18, 2019.
5. School Readiness Liaison – Donald Briere stated that they discussed how they will spend their money, the year ahead and the NAEYC visit.

XI. NESDEC Enrollment Project Report (Encl. 11) – Dr. Pierson noted that right now NESDEC is predicting 596 for the next school year. Dr. Pierson stated that it looks as though enrollment will stay steady for the NESDEC projected years.

XII. Budget Parameters – Stephanie Levin passed out copies of the proposed budget parameters for the 2020-2021 fiscal year. Dr. Pierson went over what budget parameters and suggested. Dr. Pierson requested that the Board provide which of the parameters they would like to see for this budget season.

XIII. Discussion & Possible Action on Substitute Rate of Pay – Stephanie Levin went over the new the new minimum wage requirements. Stephanie Levin indicated that the district is having difficulty filling absences because of our current rate of pay. Dr. Pierson noted that surrounding districts are paying more per day for substitutes, which is making it difficult for our district to fill absences. Within the current operating budget, Stephanie Levin felt that the district can go up to \$85 per day immediately and in the next year's budget, there can be discussion on where the Board would like to be and how it can get to \$15.00 per hour. Motion by Kevin Williams to approve a salary increase for substitutes to \$85 per day for the 2019-2020 school year. Seconded by Maryanne Leichter. Vote: All in favor. Motion carried.

XIV. Capital Improvement Projects (Encl. 14) – Stephanie Levin went over the projects that were previously in CIP and were able to be funded through the local budget. Stephanie Levin discussed the projects that are being requested for the 2020-2021 fiscal year. A generator for Hebron Elementary School is at the top of the list and a high priority. In addition, there is an infrared study being done on the roofs at Hebron Elementary School. After this study is done, there might be a need to have those roofs renovate and upgraded. Some of these roofs are 20+ years old.

Dr. Pierson noted that the portables are going to need to be demolished soon. Mal Leichter noted that an agreement was made with the Fire Dept. for them to use those portables for training. Mal

Leichter indicated that the Board would have to check to see what the agreement indicates. Mal Leichter noted that he believes that the Town will pay for their demolition.

- XV. Policy 9023 Student Representative – First Read (Encl. 15) – Kevin Williams read Policy 9023. Between now and the November meeting if there are any changes or comments, please send them to Heather Petit.
- XVI. Discussion & Possible Action on Authorized Signatures for Child Nutrition Programs (Encl. 16) – Motion by Kevin Williams to appoint Lynne B. Pierson, Interim Superintendent as an authorized signer of the Ed-099 Agreement for Child Nutrition Programs. Seconded by Kathy Williams. Vote: All in favor. Motion carried.
- XVII. Executive Session – Discussion Regarding the Collective Bargaining Proposed 2020-2023 Hebron Education Association Contract -
- Motion by Kevin Williams for the Board to go into Executive Session at 9:15 p.m. and invite Dr. Pierson and Janet Fodaski to discuss the Collective Bargaining proposed 2020-2023 Hebron Education Association Contract. Seconded by Kathy Williams. Vote: All in favor. Motion carried.
- Motion by Kevin Williams to come out of Executive Session at 9:31 p.m. Seconded by Kathy Williams. Vote: All in favor. Motion carried.
- XVIII. Discussion & Possible Action on the 2020-2023 Hebron Education Association Collective Bargaining Agreement – Motion by Kevin Williams to approve the tentative agreement between the Board of Education and the Hebron Education Association 2020-2023 Contract as presented. Seconded by Kathy Williams. Vote: All in favor. Motion carried.
- XIX. Public Comment – None at this time.
- XX. New Business – Kevin Williams suggested an item be added to discuss Board Retreats and Professional Development to help new Board Members in setting their agenda for ramping up their knowledge of their roles.
- XXI. Board Member Comments – Kevin Williams stated that it has been his pleasure serving the Town, and the entire Hebron Public Schools faculty and staff. Keep doing the amazing work you are all doing for the children of Hebron.
- XXII. Executive Session – Motion by Kevin Williams to move into Executive Session at 9:36 p.m. and invite Dr. Lynne Pierson and Attorney Alfredo Fernandez to discuss a privileged attorney/client communication regarding Environmental Data Assessment Plans. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

Motion by Kevin Williams to come out of Executive Session at 10:15 p.m. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

Discussion Concerning a Privileged Attorney Client Communication Regarding Environmental Data Assessment Plans – Motion by Kevin Williams to authorize the Board of Education Counsel

to engage a qualified environmental consultant for the purpose of executing an Environmental Data Assessment Plan. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

XXIII. Adjournment – Motion by Kevin Williams to adjourn the meeting at 10:20 p.m. Seconded by Kathy Williams. Vote: All in favor. Motion carried.

Tricia Schiavi
Board Clerk