

F.O.I. Compliance – Subject to BOE approval at a future meeting

JOINT BOARD OF EDUCATION MEETING

Date: December 03, 2020

Regular Meeting – REMOTE MEETING held

(To view a recording of this meeting, please visit our website www.reg4.k12.ct.us and select “Remote Meeting Recordings” under the BOARD OF EDUCATION Heading)

CHESTER BOARD OF EDUCATION:	David Fitzgibbons (joined at 7:09 p.m.), Maria Scherber, Tom Englert, Charlene Fearon, Dale Bernardoni, Rebecca Greenberg-Ellis, Kris Pollock, Rob Bibbiani,
DEEP RIVER BOARD OF EDUCATION:	Paula Weglarz, Bob Ferretti, Lenore Gunko, Mary Elizabeth Campbell, Miriam Morrissey, Pat Maikowski, Scott Hallden, Marc Lewis
ESSEX BOARD OF EDUCATION:	Lon Seidman, Mark Watson, DG Fitton, Nancy Johnston, Loretta McCluskey
REGION 4 BOARD OF EDUCATION:	Kate Sandmann, Jane Cavanaugh, Rick Daniels, DG Fitton, John Stack, Paula Weglarz, Rob Bibbiani, Lori Ann Clymas, Jennifer Clark (joined approx.7:32)

Also in attendance: Mr. Brian White, Superintendent; Sarah Smalley, Director of Pupil Services

CALL TO ORDER and Verbal Roll Call

The yearly rotation of the Chair position goes to the Chair of the Chester BOE until Dec. 2021

Committee Vice-Chair Paula Weglarz called the meeting to order at approx. 7:08 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards also called their Boards to order

Chair David Fitzgibbons ran the meeting after roll call.

CONSENT AGENDA

On motion duly made and seconded the Chester, Deep River, Essex and Region 4 Board unanimously **VOTED** to approve the consent agenda consisting of the Minutes from the special meetings of June 30, 2020; August 04, 2020; August 12, 2020; September 03, 2020 and September 10, 2020.

PUBLIC COMMENT – Niki Waz, spoke as the Region 4 Education Association President in regards to teachers’ concerns regarding reopening around Covid-19. She first thanked the Board for the measures they have already provided to teachers through the formal Memorandum of Agreement and also thanked the administration for the flexibilities they have agreed to provide stemming from feedback received during the five individual building faculty forums, that she and Brian co-facilitated. She would like to ask that the boards be open to additional flexibilities to allow a day during the week of asynchronous learning.

REPORTS AND OTHER ITEMS

Superintendent White shared a general update as follows:

As board members are already aware, all of our schools will be resuming full in person learning on Monday, Dec. 7th. This decision was made in close collaboration and consultation with our two local health districts.

He has been assessing the needs of Central Office, due to the fact that two of our key positions have recently moved on to other opportunities. Central Office has initiated a process to conduct interviews for a Finance Director. He looks forward to completing that process.

He is also anticipating posting for the position of Assistant Superintendent in the spring. He is looking forward to engaging the Supervision District during upcoming budget discussions to discuss what the needs of that position may look like.

Board members asked questions and made comments.

Superintendent White reviewed the proposed calendar of BOE Meetings for Jan. – Dec. 2021.

On motion duly made and seconded, the Chester, Deep River, Essex, and Region 4 Boards of Education unanimously **VOTED** to approve the Calendar of BOE meetings for Jan. – Dec. 2021 as presented.

Superintendent White shared a Key Summary of the one year “push” contract negotiated for our Paraeducators for July 01, 2020 – June 30, 2021. This type of contract was negotiated due to the disruption of COVID-19, which has made it difficult to engage in negotiations in a regular manner. So this is a one year contract to get through the year and then return for more regular bargaining for additional years.

On motion duly made and seconded, the Chester Board of Education **VOTED** (7 Yes / 0 No / 1 abstention – M. Scherber = motion passes) and the Deep River, Essex, and Region 4 Boards of Education unanimously **VOTED** to approve the *Agreement between The Boards of Education for Regional School District No. 4, Supervision District, Essex, Chester, Deep River and Municipal Employees Union Independent, SEIU Local 506, (For the Para-educator Bargaining Units) for July 01, 2020 – June 30, 2021*, as presented.

Superintendent White shared a Key Summary of a Memorandum of Understanding regarding annualized pay for Paraeducators for the 2020-21 school year. This accomplishes some income and payroll stability for workers while at the same time delineating working expectations for hourly employees to support the mission of the district when buildings may be closed from time to time throughout the school year.

On motion duly made and seconded, the Chester, Deep River, Essex, and Region 4 Boards of Education unanimously **VOTED** to approve *Memorandum of Understanding between Regional School District No. 4, Supervision District, Essex, Chester, and Deep River Boards of Education and Municipal Employees Union Independent, SEIU Local 506, (For the Para-educator Bargaining Units) for July 01, 2020 – June 30, 2021*, as presented.

Superintendent White shared a Key Summary of Cafeteria Employees Contract negotiated for July 01, 2020 – June 30, 2021. This is a very similar one year “push” contract as the previous one discussed.

On motion duly made and seconded the Chester Board of Education **VOTED** (7 Yes / 0 No / 1 abstention – Kris Pollock = motion passes) and the Deep River, Essex, and Region 4 Boards of Education unanimously **VOTED** to approve *Agreement between The Chester, Deep River, Essex, Region 4 Boards of Education and the Local 1303-098 of Council No. 4, AFSCME, AFL-CIO (for the Cafeteria Bargaining Unit) effective for July 01, 2020 – June 30, 2021*, as presented.

Superintendent White shared a Key Summary of Memorandum of Understanding regarding annualized pay for Cafeteria Employees for the 2020-21 school year. Again, this was negotiated for similar reasons as mentioned on the Paras Memorandum of Understanding above, and also recognizing that our cafeteria workers have been working throughout the closure to provide Grab and Go Meals since the initial closure last March.

On motion duly made and seconded, the Chester, Deep River, Essex, and Region 4 Boards unanimously **VOTED** to approve the *Memorandum of Understanding between The Chester, Deep River, Essex, Region 4 Boards of Education and the Local 1303-098 of Council No. 4, AFSCME, AFL-CIO (for the Cafeteria Bargaining Unit) effective for July 01, 2020 – June 30, 2021*, as presented.

Superintendent White reviewed Enclosure #7 regarding a recommendation for increasing the substitute rate of pay. This is due to the increase in the CT minimum wage rate. Therefore the request this evening is to comply with State minimum wages by raising the daily rate to \$84 per day, retroactive to September 1, 2020.

Additionally, he noted that we will continue to monitor our sub rate and try to stay competitive with surrounding districts, as we compete for a similar pool of substitutes. He will be discussing this with the boards during upcoming budget discussions.

On motion duly made and seconded, the Chester, Deep River, Essex, and Region 4 Boards unanimously **VOTED** to approve an increase in the substitute teacher pay-rate to \$84 per day, retroactive to September 1, 2020.

PUBLIC COMMENT – no comments were made

FUTURE AGENDA ITEMS

- Next regular Joint BOE meeting – February 25, 2020 @ 6:30 p.m.

ADJOURNMENT:

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards of Education unanimously **VOTED** to adjourn at approx. 8:13 p.m.

Respectfully Submitted,

Jennifer Bryan, Clerk