



**Regional School District #4**  
**Chester – Deep River – Essex – Region 4**  
**JOINT BOARD OF EDUCATION COMMITTEE**

Via Google Meet  
**Dial +1 (617) 675-4444**  
**PIN: 432 209 408 5766#**  
December 3<sup>rd</sup> @ 7:00

To: Members of the Chester, Deep River, Essex, and Region 4 Boards of Education  
Subject: **December 03, 2020 Joint Board Committee Meeting**  
Time: Joint Board Committee Meetings begin promptly at **7:00 p.m.**  
Place: **Via Google Meet – To listen remotely please dial (US) +1 (617) 675-4444 PIN: 432 209 408 5766#**  
(We kindly ask that you **please mute your phone immediately** upon connecting to the meeting as this will improve the audio quality for all participants. Google Meet may do this automatically, depending on the number of people already connected to the call. If so, pressing **\*6** will unmute your phone when it's time to speak)

Please contact Jennifer Bryan at Central Office [jbryan@reg4.k12.ct.us](mailto:jbryan@reg4.k12.ct.us) if you are unable to attend.

Mission Statement

We, the communities of Chester, Deep River, Essex and Region 4, engage all students in a rigorous and collaborative educational program. We prepare our learners to be respectful citizens who are empowered to contribute in a globalized society.

**AGENDA**

1. **Call to order. 7:00 p.m.**
  - 1.1 The Appointed Chair of the Supervision District Committee acts as the Chair of the Joint Board of Education Committee meeting and calls the meeting to order. (The Vice-Chair of the Supervision District is the alternate in the absence of the Supervision District Chair).  
\* **Chair of Supervision District rotates each Dec. – Chester BOE Chair is now the Supv. Dist. Chair**
  - 1.2 The Chester, Deep River, Essex, and Region 4 Board of Education Chairs call their respective Boards to order and report a quorum (# of BOE members needed for a quorum)  
Chester (5 members), Deep River (5 members), Essex (4 members), Region 4 (5 members)
  - 1.3 Regarding Action Items: the Chair of the Joint Board of Education meeting follows parliamentary procedure on items requiring a vote of the Joint Board of Education. All discussion shall be held with the Joint Board. The Chair of the Joint Board shall call for and record a vote by the respective Boards of Education in alphabetical order. Items are approved only with an affirmative majority vote of each respective Board of Education
2. **Consent agenda** – The following items are to be handled as combined and by single vote. Any Board member may request that an item be pulled out for further discussion.
  - 2.1 Minutes of Special Joint Board Meeting of June 30, 2020 (encl #1)
  - 2.2 Minutes of Special Joint Board Meeting of August 04, 2020 (encl #2)
  - 2.3 Minutes of Special Joint Board Meeting of August 12, 2020 (encl #3)
  - 2.4 Minutes of Special Joint Board Meeting of September 03, 2020 (encl #4)
  - 2.5 Minutes of Special Joint Board Meeting of September 10, 2020 (encl #5)
3. **Public comment** *(In the interest of creating the best remote meeting experience for all participating parties, we would ask that you please keep your phone on mute until such time when the Chair calls for Public Comment. Please continue to keep your phone on mute unless you are requesting to be recognized by the Chair to make a comment. Once you have been recognized by the Chair to make your comment, the following standard public comment guidelines will still apply):* **PLEASE NOTE: Upon dialing in, Google Meet may have shared a message that your phone has been automatically muted due to the number of callers on the line and instructed you to press \*6 if you would like to unmute your phone. When you are done speaking, please remember to press \*6 (or your phone's mute button) again to reduce background noise.**

The public is reminded to state name and town for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Boards to hear citizen comment related to educational matters.

#### **4. Reports**

- 4.1 Superintendent's report (*B. White*)
  - a. District Update
  - b. Information and Communication
    - a. Review and possible VOTE to approve proposed Calendar of BOE Meetings for Jan.-Dec. 2021 (*encl #6*)
- 4.2 Finance Director's Report (HOLD until individual Board meetings)
- 4.3 Key Summary of Paraeducators Contract negotiated for July 01, 2020 – June 30, 2021 – *B. White*
- 4.4 Possible VOTE to approve *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
- 4.5 Key Summary of Memorandum of Understanding regarding annualized pay for Paraeducators for the 2020-21 school year – *B. White*
- 4.6 Possible VOTE 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
- 4.7 Key Summary of Cafeteria Employees Contract negotiated for July 01, 2020 – June 30, 2021 – *B. White*
- 4.8 Possible VOTE 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
- 4.9 Key Summary of Memorandum of Understanding regarding annualized pay for Cafeteria Employees for the 2020-21 school year – *B. White*
- 4.10 Possible VOTE to approve *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
- 4.11 Discussion and Possible VOTE to increase substitute teacher pay-rate as recommended (*encl #7*) – *B. White*

#### 4.12 Committee reports.

- a. Joint PK-12 Committees – (*Comm. Chair*) Policy – *TBD*; Curriculum – *J. Stack*; Finance – *R. Daniels*

Finance	Policy	Curriculum
Cancelled – combined w/ Policy for Task Force work Jan. 27, 2020	Cancelled – combined w/ Policy for Task Force work Jan. 27, 2020	Jan.16, 2020
Cancelled - COVID Mar. 16, 2020	Cancelled - COVID Mar. 16, 2020	Cancelled - COVID Mar. 12, 2020
Cancelled - COVID May 18, 2020	Cancelled - COVID May 18, 2020	Cancelled - COVID May 14, 2020
Cancelled - COVID Sept. 21, 2020	Cancelled - COVID Sept. 21, 2020	TBD
Cancelled - COVID Nov. 16, 2020	Cancelled - COVID Nov. 16, 2020	TBD

- b. Policy committee report (8 members). (Chair *TBD*)
- c. Finance committee report (8 members) (*R. Daniels*)
- d. Curriculum committee (9 members) (*J. Stack*)
- e. Ad hoc committees (as needed).

5. **Public comment***(In the interest of creating the best remote meeting experience for all participating parties, we would ask that you please keep your phone on mute until such time when the Chair calls for Public Comment. Please continue to keep your phone on mute unless you are requesting to be recognized by the Chair to make a comment. Once you have been recognized by the Chair to make your comment, the following standard public comment guidelines will still apply):* **PLEASE NOTE: Upon dialing in, Google Meet may have shared a message that your phone has been automatically muted due to the number of callers on the line and instructed you to press \*6 if you would like to unmute your phone. When you are done speaking, please remember to press \*6 (or your phone's mute button) again to reduce background noise.**

The public is reminded to state name and town for the record. Comments should be kept to a maximum of three minutes. Public comment is not intended to be a question and answer period; rather it is an opportunity for the Boards to hear citizen comment related to educational matters.

#### 6. Future agenda items

- 6.1 Next Regular Joint BOE Meeting, February 25, 2021 @ 7:00 p.m. (if proposed mtg. calendar is approved)

#### 7. Adjournment



**Regional School District 4**  
**Chester – Deep River – Essex – Region 4**  
**Boards of Education Committees – School Year 2020-21 (Updates in Progress)**

<b>Joint BOE Standing Committees</b> (standing committees have regularly scheduled meetings)			
<b>*Joint PK-12 Policy Sub-Committee</b>	R4(Sandmann/Clymas) CH(Bernardoni/Scherber) DR(Maikowski/Campbell) ES (Seidman/McCluskey)		
<b>*Joint PK-12 Curriculum Sub-Comm.</b>	R4(Cavanaugh/Stack) CH(Bibbiani/Fearon) DR(T.Dickson/Grunko) ES(Johnston/Sweet)		
<b>*Joint PK-12 Finance Sub-Committee</b>	R4 (Clark/Daniels; Stack Alt.) CH (Pollock/Englert) DR (Hallden/Lewis) ES (Seidman/Watson)		
<b>Supervision District Committee</b> (2 yr terms end in Nov. of the year listed after each name)	R4 (Sandmann 21 / Cavanaugh 21 / Stack 21) CH (Fearon 21 /Fitzgibbons 21 / Englert 21) DR (Weglarz 21 / Ferretti 21 / Morrissey 21) ES (Fitton 21 /McCluskey 21 / Seidman 21)		
<b>Joint Ad Hoc Committees</b> (ad hoc committees meet for a designated period or as needed)			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
- Joint BOE Teacher negotiations	R4 (Daniels/Clymas/Fitton.) CH (TBD/Englert Alt.) DR (Morrissey/Weglarz Alt.) ES (Fitton/Watson)	Expires 7/2022	6/2021
- Joint BOE Administrator negotiations	Same as ABOVE for Teacher negotiations	Expires 7/2023	9/2022
- Joint BOE Paraeducator negotiations	Same as BELOW for Net Tech et al.	Expires 7/2020	3/2020
- Joint BOE NetTechs et al negotiations (ElemSec/Elem Nurses/ElemNetTech/R4NetTEch/ElemCustodians)	R4 (Daniels/Clymas/Fitton) CH (Fitzgibbons, TBD) DR (Campbell/Ferretti Alt.) ES (Fitton/Watson)	Expires 7/2021	3/2021
- Cafeteria (all schools)		Expires 7/2020	3/2020
Public Relations & Community Outreach	R4(TBD/TBD), CH (Bibbiani), ES (Seidman), DR (Wegalarz/TBD)		
Technology	R4(TBD), CH(Englert), ES (Seidman), DR (TBD)		
School Calendar	R4(TBD/Daniels), CH (Englert), ES (McCluskey), DR (Weglarz)		
LEARN Joint BOE representative(s)	R4(TBD; Cavanaugh Alt.), CH(Bernardoni), ES(TBD), DR(TBD)		
School Security Advisory Committee	R4(Fitton/Weglarz/Cavanaugh), CH(Greenberg-Ellis, Bibbiani), DR(Weglarz), ES(Fitton)		
Tuition Committee	R4(TBD), CH (TBD), DR (Morrissey), ES (McCluskey/Seidman Alt.)		
RFP Transportation Bid Review	R4(Clymas/Daniels/Fitton), CH (Englert), DR (Weglarz), ES (Seidman/Fitton)		
RFP Legal Bid Review	R4(Clymas/Daniels/Fitton), CH (Bibbiani), DR (Weglarz), ES (Seidman/Fitton)		
Wellness Committee (Food Services)	R4(TBD), CH (Scherber), DR(Weglarz), ES(TBD)		
<b>Individual BOE Ad Hoc Committees</b> (ad hoc committees meet for a designated period or as needed)			
<b><u>Chester BOE</u></b>			
Facilities	Englert		
Internal Marketing	TBD		
PTO	Greenberg-Ellis		
CATV Advisory Council (Cable TV)	For Discussion		
<b><u>Deep River BOE</u></b>			
Facilities	Morrissey/Ferretti		
PTO	rotating		
School Improvement Team	Weglarz		
CATV Advisory Council (Cable TV)	TBD		
<b><u>Essex BOE</u></b>			
Building	Seidman		
PTO	Rotating		
School Improvement Team	TBD		
Essex Foundation	McCluskey / Fitton		
Communications	Rotating		
CATV Advisory Council (Cable TV)	Fitton		
<b><u>Region 4 BOE</u></b>			
Personnel & Negotiations		<u>Contract duration</u>	<u>Initiate negotiations</u>
▪ R4 Secretaries/Nurses	Clymas/Daniels/Fitton	Expires 7/2020	3/2020
▪ R4 Custodians	ClymasDaniels/Fitton	Expires 7/2021	3/2021
R4 Audit & Finance	TBD/TBD		
R4 Financial Task Force	Sandmann/Clark/Daniels/Clymas		
School Improvement Team	TBD/TBD/TBD		
R4 Grounds and Buildings Maintenance and Oversight Committee	Sandmann/Weglarz/TBD		
R4 Building Committee	TBD/TBD		
R4 Educational Foundation	TBD		
Region 4 Extra compensation points committee	Clymas/Fitton/Daniels (only 1 rep needed)		
Public Relations & Outreach	TBD		
R4 Safety	TBD		
R4 Facilities Study Committee	TBD		

**F.O.I. Compliance**

**JOINT BOARD OF EDUCATION**

*Subject to approval*

**Date:** June 30, 2020

**Special Meeting – REMOTE MEETING held**

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

**CHESTER BOARD OF EDUCATION:**

David Fitzgibbons, Rob Bibbiani, Charlene Fearon, Kris Pollock, Dale Bernardoni, Rebecca Greenberg-Ellis, Maria Scherber (joined the meeting after roll call, but before the consent agenda vote was taken)

**DEEP RIVER BOARD OF EDUCATION:**

Paula Weglarz, Missy Campbell, Miriam Morrissey, Robert Ferretti (no quorum at roll call) Lenore Grunko (joined the meeting after roll call, but before the consent agenda vote was taken giving the Deep River Board a quorum for the vote)

**ESSEX BOARD OF EDUCATION:**

Lon Seidman, Loretta McCluskey, Mark Watson (no quorum at roll call nor at the vote on the consent agenda)

**REGION 4 BOARD OF EDUCATION:**

Kate Sandmann, Paula Weglarz, Jane Cavanaugh, Lori Ann Clymas, Trisha Brookhart, Rick Daniels (joined at approx. 6:10 p.m.); Jennifer Clark (also joined after roll call, but before the consent agenda vote was taken)

Administration: Superintendent Brian J. White, Assistant Superintendent Kristina Martineau

**CALL TO ORDER**

Supervision District Committee Chair Kate Sandmann called the meeting to order at approx. 6:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards of Education called their respective Boards to order at approx. 6:00 p.m. (the Deep River and Essex Boards did not have a quorum present during roll call - The Deep River Board gained a quorum later in the meeting before the vote was taken on the consent agenda).

**Public Comment** no comments were made

**Consent Agenda**

The Consent agenda was moved to a later time when a quorum may be present for all boards.

**Items/Discussion**

Superintendent White shared a presentation on his stated goals and the status of the districts related to his goals (see attached).

Superintendent White also reviewed his summary of findings based on his entry plan that he shared upon his arrival in district one year ago. He will send Board members his summary of findings tomorrow and it will also be posted on the district website.

**Consent Agenda**

The Consent Agenda was revisited, as a quorum had been reached for 3 of the 4 boards.

On motion duly made and seconded, the Chester, Deep River, and Region 4 Boards unanimously VOTED to approve the consent agenda consisting of the minutes of the Joint BOE Regular Meeting of February 20, 2020 and the Joint BOE Special Meeting of April 30, 2020. The Essex Board will revisit this vote at a future meeting.

On motion duly made and seconded, the Joint BOE moved into Executive Session at approximately 6:36 p.m. for the following purpose:

Personnel – Evaluation of Superintendent

The Committee moved out of Executive Session at approximately 7:01 p.m.

**ADJOURNMENT:**

On motion duly made and seconded, the Boards unanimously VOTED to adjourn at approximately 7:03 p.m.

**F.O.I. Compliance**

**JOINT BOARD OF EDUCATION**

*Subject to approval*

**Date:** August 04, 2020

**Special Meeting – REMOTE MEETING held**

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

CHESTER BOARD OF EDUCATION:

David Fitzgibbons, Charlene Fearon,  
Kris Pollock, Kristen Smith, Maria  
Scherber, John Stack

DEEP RIVER BOARD OF EDUCATION:

Paula Weglarz, Missy Campbell,  
Miriam Morrissey, Tracy Dickson

ESSEX BOARD OF EDUCATION:

Lon Seidman, Mark Watson, Nancy  
Johnston, Cassandra Sweet

REGION 4 BOARD OF EDUCATION:

Kate Sandmann, Paula Weglarz, Lori  
Ann Clymas, Trisha Brookhart, Rick  
Daniels; Jennifer Clark

Administration:

Superintendent Brian J. White, Assistant  
Superintendent Kristina Martineau, Director  
of Pupil Services Sarah Smalley, Finance  
Director Kelly Sterner

**CALL TO ORDER**

Supervision District Committee Chair Kate Sandmann called the meeting to order at approx. 5:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards of Education called their respective Boards to order at approx. 5:00 p.m.

Chair Sandman recognized that there may be technical issues during the remote meeting due to the severe weather. However, because there were over 100 participants on the meeting, it was determined that the presentation would move forward with the knowledge that both the slide presentation and the video recording of the meeting will be posted on the website. Additionally, all are welcome to e-mail questions to the Superintendent's office and there will be an opportunity for a follow-up meeting on August 12th. Superintendent White shared that he would be sending out a detailed communication to parents and staff before the end of the week containing the most pertinent information being presented this evening.

**Items/Discussion**

Superintendent White shared a detailed presentation on the School Reopening Plan for 2020-21 (see attached - please also see video recording of the remote meeting available on the website).

Superintendent White answered questions from Board members.

**Public Comment**

None made

Chair Sandmann then noted that due to the weather challenges and it now being well past the start time for a different board meeting she would ask that any members of the public who were unable to ask their questions this evening, please e-mail them to the Superintendent's Office. Lon Seidman noted that there was a Google form associated with the virtual spillover room (created to accommodate as many members of the public as possible), and that form has already received many questions that will be answered by the administration via an FAQ document at a later time.

**ADJOURNMENT:**

On motion duly made and seconded, the Chester, Deep River, Essex and Region 4 Boards unanimously VOTED to adjourn at approximately 6:56 p.m.



**F.O.I. Compliance**

**JOINT BOARD OF EDUCATION**  
*Subject to approval*

**Date:** August 12, 2020

**Special Meeting – REMOTE MEETING held**

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

CHESTER BOARD OF EDUCATION:

Tom Englert, Rob Bibbiani,  
Charlene Fearon, Kris Pollock, Dale  
Bernardoni, Rebecca Greenberg-  
Ellis

DEEP RIVER BOARD OF EDUCATION:

Paula Weglarz, Missy Campbell,  
Miriam Morrissey, Marc Lewis,  
Lenore Grunko

ESSEX BOARD OF EDUCATION:

Lon Seidman, DG Fitton, Mark Watson,  
Nancy Johnston

REGION 4 BOARD OF EDUCATION:

Kate Sandmann, Paula Weglarz, Jane  
Cavanaugh, Lori Ann Clymas, Trisha  
Brookhart, Rick Daniels; DG Fitton

Administration:

Superintendent Brian J. White, Assistant  
Superintendent Kristina Martineau, Director  
of Pupil Services Sarah Smalley, Valley  
Regional High School Principal Mike Barile,  
Essex Elementary Principal Jennifer  
Tousignant

**CALL TO ORDER**

Supervision District Committee Chair Kate Sandmann called the meeting to order at approx. 6:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards of Education called their respective Boards to order at approx. 6:00 p.m.

This meeting was a continuation of the August 4<sup>th</sup> Joint BOE Special Meeting which was affected by power outages and technical difficulties caused by Tropical Storm Isaias. Superintendent White shared an abridged review of his August 4th presentation (see attached and also video recording of remote meeting on website), and noted that since the initial August 4th meeting, a lot of details have been communicated to parents through a letter from him and letters to parents from each building’s principal.

Superintendent White stated that the goal is for an eventual return to full in person learning. To best achieve that goal the districts will be opening up under a hybrid model with a commitment to move to full reopening after Columbus Day. In order to be well prepared to meet the needs of our students and staff upon a return to full reopening, it was determined that this would be the safest way possible to fully implement and acclimate to all of the safety measures that have been presented.

Superintendent White answered questions from board members.

### **Public Comment**

Chair Sandmann announced that instead of the normal public comment format, Superintendent White has instead been asked to try to directly answer as many questions as possible this evening.

Superintendent White answered questions from the audience of citizens.

### **ADJOURNMENT:**

On motion duly made and seconded, the Boards unanimously VOTED to adjourn at approximately 9:07 p.m.

**F.O.I. Compliance**

**JOINT BOARD OF EDUCATION**

*Subject to approval*

**Date:** September 03, 2020

**Special Meeting – REMOTE MEETING held**

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

CHESTER BOARD OF EDUCATION:

Charlene Fearon, Kristen Smith, Kris Pollock, Dale Bernardoni, Rob Bibbiani

DEEP RIVER BOARD OF EDUCATION:

Paula Weglarz, Miriam Morrissey, Tracy Dickson (no quorum)

ESSEX BOARD OF EDUCATION:

Lon Seidman, DG Fitton, Mark Watson, Nancy Johnston, Lorretta McCluskey

REGION 4 BOARD OF EDUCATION:

Kate Sandmann, Paula Weglarz, Jane Cavanaugh, Lori Ann Clymas, Trisha Brookhart, Rick Daniels, DG Fitton, John Stack, Jennifer Clark

Administration:

Superintendent Brian J. White, Assistant Superintendent Kristina Martineau, Director of Pupil Services Sarah Smalley, Finance Director Kelly Sterner, Essex Elementary Principal Jennifer Tousignant

**CALL TO ORDER**

Supervision District Committee Chair Kate Sandmann called the meeting to order at approx. 7:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards of Education called their respective Boards to order at approx. 7:00 p.m. The Deep River Board did not have a quorum present, however their board also did not have any action items on the agenda that would require a vote be taken by them.

Superintendent White provided a general update to the Boards upon a successful reopening in the hybrid model for the 2020-21 school year. He also provided an update on the most current information regarding athletics at VRHS.

Superintendent White answered questions from Board members.

No action pertaining to COVID-19 related expenses was needed this evening.

On motion duly made and seconded, the Region 4 Board VOTED (8 Yes / 0 No / 1 abstained - Lori Ann Clymas = Motion Passed) to accept the donation of two tent canopies from Lori Ann and Rick Clymas to assist with outdoor social distancing needs and thanked the Clymas' for their donation.

On motion duly made and seconded, the Essex Board unanimously VOTED to accept donation of no more than \$40,000 from the Essex Foundation to be used at the discretion of administration and the donation of \$1000 from the Essex Police Union to be used at the discretion of administration to support and emotional needs during 20-21 reopening and thanked both organizations for their donations.

#### **Public Comment**

No comments were made

#### **Executive Session**

Superintendent White reported that the Executive Session for this evening will now only need to be attended by the Essex BOE, although he does anticipate that other Boards may be asked to consider similar requests at future meetings.

On motion duly made and seconded, the Essex BOE unanimously VOTED to move into Executive Session at approx. 7:48 p.m. for a personnel matter to discuss the Superintendent's recommendations regarding employee requests for a Leave of Absence (LOA)

The Essex Board returned from Executive Session at approx. 7:57 p.m.

On motion duly made and seconded, the Essex Board unanimously VOTED to approve employee LOA requests as recommended by the Superintendent.

#### **ADJOURNMENT:**

On motion duly made and seconded, the Chester and Region 4 Boards unanimously VOTED to adjourn at approximately 7:49 p.m.

On motion duly made and seconded, the Essex Board unanimously VOTED to adjourn at approximately 7:57 p.m.

**F.O.I. Compliance**

**JOINT BOARD OF EDUCATION**

*Subject to approval*

**Date:** September 10, 2020

**Special Meeting – REMOTE MEETING held**

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

CHESTER BOARD OF EDUCATION:

Tom Englert, Charlene Fearon,  
Kristen Smith, Kris Pollock, Dale  
Bernardoni, Rob Bibbiani

DEEP RIVER BOARD OF EDUCATION:

Paula Weglarz, Miriam Morrissey,  
Marc Lewis, Lenore Grunko

ESSEX BOARD OF EDUCATION:

Lon Seidman, DG Fitton, Mark Watson,  
Nancy Johnston

REGION 4 BOARD OF EDUCATION:

Kate Sandmann, Paula Weglarz, Jane  
Cavanaugh, Lori Ann Clymas, Trisha  
Brookhart, Rick Daniels, DG Fitton, John  
Stack, Jennifer Clark

Administration:

Superintendent Brian J. White, Assistant  
Superintendent Kristina Martineau, Director  
of Pupil Services Sarah Smalley, Finance  
Director Kelly Sterner, Chester Elementary  
Principal Tyson Stoddard

**CALL TO ORDER**

Supervision District Committee Chair Kate Sandmann called the meeting to order at approx. 7:00 p.m.

The Chairs of the Chester, Deep River, Essex and Region 4 Boards of Education called their respective Boards to order at approx. 7:00 p.m. The Deep River Board did not have a quorum present, however their board also did not have any action items on the agenda that would require a vote be taken by them.

Superintendent White provided a general update to the Boards. He thanked the local health districts for their help during the recent short closure at VRHS, as well as their invaluable service and partnership with the schools since the beginning of the pandemic, as it affects our schools, starting back in March.

Superintendent White also briefly shared information and updates regarding the following: the Chester BOE will be learning more about a fundraising initiative to provide an outdoor learning space at Chester Elementary at an upcoming meeting; He re-acknowledged the administration's commitment to look carefully at issues as it pertains to equity across our three communities and our school system and he will be sharing in more detail at upcoming individual board meetings what that work may look like and how a variety of stakeholders will be engaged in that work; And Superintendent White mentioned that he would be working with the BOE Chairs to schedule individual board meetings for the last two weeks of Sept./early Oct. in order to provide more board specific information, including financial updates soon to each board.

Superintendent White answered questions from Board members.

Superintendent White and Finance Director Kelly Sterner shared an update and overview on the HVAC and filtration systems at all 5 of our school buildings. Because we have 5 buildings with 5 different systems, the administration will discuss each board's specific system(s) at upcoming individual meetings. ([click to see HVAC slide presented](#) and visit these links for more information: [CSDE Ventilation Guidance](#) and [DPH Guidance for School Ventilation Systems](#))

Superintendent White shared a presentation with an update on the current status of fall athletics at VRHS ([click to see Athletic Presentation](#))

No action pertaining to COVID-19 related expenses was needed this evening.

### **Public Comment**

No comments were made

### **Executive Session**

Chair Sandmann reported that the Executive Session for this evening will only need to be attended by the Region 4 BOE.

The Chester, Deep River and Essex Boards adjourned at approximately 7:45 p.m.

The Region 4 Board moved into Executive Session at approx. 7:45 p.m. for a personnel matter to discuss the Superintendent's recommendations regarding employee requests for a Leave of Absence (LOA)

The Region 4 Board returned from Executive Session at approx. 7:55 p.m.

On motion duly made and seconded, the Region 4 Board unanimously VOTED to approve employee LOA requests as recommended by the Superintendent.

**ADJOURNMENT:**

On motion duly made and seconded, the Region 4 Board unanimously VOTED to adjourn at approximately 7:58 p.m.

DRAFT –

(pg 1. Aug.- Dec. 2020 is already approved)

Only Jan-Dec. 2021 needs

BOE approval –

SEE Pages 2-4

Encl #6

Regional School District 4- Chester – Deep River – Essex

**CALENDAR OF BOARD OF EDUCATION MEETINGS & WORKSHOPS**

August 2020 through December 2021

DRAFT –

(pg 1. Aug.- Dec. 2020 is already approved)

Only Jan-Dec. 2021 needs

BOE approval –

SEE Pages 2-4

<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
Time and Venue (unless otherwise noted)	7:00 p.m. at JWMS	7:00 p.m. at EES	7:00 p.m. at DRES	7:00 p.m. at CES	6:30 p.m. & 7:00 p.m. at JWMS
August 2020	R4BOE Tues., Aug. 04, 2020 *4:00 p.m.	No mtgs.	No mtgs.	No mtgs.	Supv. Dist. ONLY Tues., Aug. 04, 2020 *5:00 p.m.
September 2020	R4 BOE Sept. 03, 2020	EES BOE Sept. 10, 2020	DRES BOE Sept. 17, 2020	CES BOE Sept 24, 2020	
October 2020	R4 BOE Oct. 01, 2020 *Immediately following Joint BOE mtg.				SD & JOINT BOE Oct. 01, 2020
November 2020	R4 BOE Nov. 05, 2020	EES BOE Nov. 12, 2020	DRES BOE Nov. 19, 2020	CES BOE Nov. 23, 2020* Set on <b>Monday</b> due to holiday conflict	
December 2020					Dec. 01, 2020* <b>MOVED to Dec 16th</b> Supv. District Budget Wkshp 1 *6:00 pm
					SD & JOINT BOE Dec. 03, 2020



DRAFT January – December 2021 dates to be approved by Joint BOE					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
Time and Venue <b>REMOTE</b> until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
January 2021	R4 BOE Jan. 07, 2021	EES BOE Jan. 14, 2021	DRES BOE Jan. 21, 2021	CES BOE Jan. 28, 2021	Jan. 12, 2021* Supv. District Budget Wkshp 2 <b>*6:00 pm</b>
	R4 BOE Jan. 27, 2021* Budget Wkshp 1 <b>*6:00 pm</b>	EES BOE Jan 26, 2021* Budget Wkshp 1 <b>*6:00 pm</b>			Jan. 20, 2021* Supv. District Budget Wkshop 3 <b>*6:00 pm</b>
February 2021	R4 BOE Feb. 09, 2021* Budget Wkshp 2 <b>*6:00 pm</b>	EES BOE Feb 11, 2021* Budget Wkshp 2 <b>*6:00 pm</b>	DRES BOE Feb 03, 2021* Budget Wkshp 1 <b>*6:00 pm</b>	CES BOE Feb. 04, 2021* Budget Wkshp 1 <b>*6:00 pm</b>	Feb. 01, 2021* Supv. District Public Meeting <b>*7:00 pm</b>
			DRES BOE Feb. 18, 2021* Budget Wkshp 2 <b>* 6:00 pm</b>	CES BOE Feb. 23, 2021* Budget Wkshp 2 <b>*6:00 pm</b>	SD & JOINT BOE Feb. 25, 2021 Possible <b>Vote</b> on 2021-22 SD budget (regular meetings re-set from Feb 4 <sup>th</sup> )
March 2021	R4 BOE Mar 02, 2021* Budget Wkshp 3 <b>*6:00 pm</b>	EES BOE Mar 09, 2021* Budget Wkshp 3 <b>*6:00 pm</b>	DRES BOE Mar. 16, 2021* Budget Wkshp 3 <b>*6:00 pm</b>	CES BOE Mar. 23, 2021* Budget Wkshp 3 <b>*6:00 pm</b>	
	R4 BOE March 04, 2021 Possible <b>Vote</b> on 2021-22 R4 budget	EES BOE Mar. 11, 2021 Possible <b>Vote</b> on 2021-22 budget	DRES BOE Mar. 18, 2021 Possible <b>Vote</b> on 2021-22 budget	CES BOE Mar. 25, 2021 Possible <b>Vote</b> on 2021-22 budget	

DRAFT January – December 2021 dates to be approved by Joint BOE					
<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
Time and Venue REMOTE until further notice	7:00 p.m.	7:00 p.m.	7:00 p.m.	7:00 p.m.	6:30 p.m. & 7:00 p.m.
April 2021	R4 BOE Public Hearing & Special Mtg. April 05, 2021				SD & JOINT BOE April 01, 2021
	R4 BOE April 01, 2021 *Immediately following Joint BOE mtg.				
May 2021	R4 BOE May 03, 2021 Annual Meeting				
	R4 BOE May 04, 2021 Referendum				
	R4 BOE May 06, 2021	EES BOE May 13, 2021	DRES BOE May 20, 2021	CES BOE May 27, 2021	
June 2021					SD & JOINT BOE June 03, 2021
July 2021	No mtgs.	No mtgs.	No mtgs.	No mtgs.	No mtgs.

**DRAFT January – December 2021 dates to be approved by Joint BOE**

<u>Board</u>	<u>REGION 4</u>	<u>ESSEX</u>	<u>DEEP RIVER</u>	<u>CHESTER</u>	<u>SUPERVISION &amp; JOINT BOE</u>
<b>Time and Venue</b> <b>REMOTE until further notice</b>	<b>7:00 p.m.</b>	<b>7:00 p.m.</b>	<b>7:00 p.m.</b>	<b>7:00 p.m.</b>	<b>6:30 p.m. &amp; 7:00 p.m.</b>
August 2021	R4BOE Aug. 05, 2021 <b>*4:00 p.m.</b>	No mtgs.	No mtgs.	No mtgs.	Supv. Dist. ONLY Aug. 05, 2021 <b>*5:00 p.m.</b>
September 2021	R4 BOE Sept. 02, 2021	EES BOE Sept. 09, 2021	DRES BOE Sept. 16, 2021	CES BOE Sept 23, 2021	
October 2021	R4 BOE Oct. 07, 2021 <b>*Immediately following Joint BOE mtg.</b>				SD & JOINT BOE Oct. 07, 2021
November 2021	R4 BOE Nov. 04, 2021	EES BOE Nov. 11, 2021	DRES BOE Nov. 18, 2021	CES BOE Nov. 22, 2021* Set on <b>Monday</b> due to holiday conflict	
December 2021					SD & JOINT BOE Dec. 02, 2021
					Dec. 15, 2021* Supv. District Budget Wkshp 1 <b>*6:00 pm</b>

## REGIONAL SCHOOL DISTRICT NO. 4

CHESTER • DEEP RIVER • ESSEX



Brian J. White  
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Kelly Sterner  
Finance Director  
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September 25, 2020

To: Brian White, Superintendent of Schools

From: Kelly Sterner, Finance Director 

**RE: Substitute Teacher rates / CT Minimum wage**

At the December 2015 Joint Board of Education meeting, the daily rate for substitute teachers was increased from \$75 to \$80 for non-certified substitutes and from \$75 to \$85 for certified substitutes. The rates have not been adjusted since then. In 2015, the CT minimum wage rate was \$9.15 per hour.

As of September 1, 2020, the CT minimum rate reached \$12.00 per hour. As a result of this rate change, substitute paraprofessionals now earn \$84.00 for the 7 hour school day, but we have yet to make the change for the substitute teachers. Based on our current rates, we are having a difficult time attracting substitute teachers as they can earn more in some surrounding towns. If we cannot get a substitute teacher, we use a para who is paid at overtime rate for the coverage time.

The minimum wage will continue to increase every 11 months until it reaches \$15.00 on June 1, 2023. In order to be in compliance with the minimum wage law, I am requesting approval to pay non-certified substitute teachers \$84.00 per day retroactive to September 1, 2020. Additionally, I recommend that the Boards consider increasing the substitute teacher rates to keep us in compliance over the coming years and allow us to be competitive with other school districts.