

**Hampton Superintendent's Report  
Hampton School District  
380 Main Street  
Hampton, Connecticut 06247**

**Board of Education**

**March 23, 2022**

*Written 3/15/22*

**Organizational Changes:**

The three administrators (Superintendent, Principal, and Director of Student Services) met on Zoom on Friday February 25, 2022 for a few hours to review current staff assignments, the general school climate among staff, and to develop any changes in staffing that we felt were required. This meeting resulted in a plan that was implemented by Ms. Roberson and Ms. McNulty sitting with each staff member and discussing the planned changes and the individual changes in their job placement and responsibilities.

These changes were implemented with the primary goal to more effectively address the needs of students - especially special education students - and to assist staff in the improvement of the working relationships within and between staff.

The Team Leaders met with the administration and they were able to supply their inputs in the projected changes being made. Since the changes were focused on paraprofessionals, the Team Leaders' input was very important.

The changes to improve the "school climate" were requested by certified and non-certified staff members. The concerns were discussed and the proposed changes were reviewed and explained to the Team Leaders so that the reasoning behind the assignment changes were understood.

The changes primarily impacted paraprofessionals who were reassigned based on their training, performance and the observations of their unique levels of skills in working with students. A complete listing of these staffing changes will be forwarded to your attention.

Ms. Roberson also directly contacted the parents of the students whose para support was changed. A day allowing the paras to meet with their new teams and afforded them an opportunity to work with their new students. This was given to all of the paraprofessionals who were given changes to their assignments. Ms. McNulty was also able to help each paraprofessional navigate through their new student assignments and Team Leaders also discussed with the new paras their team's operational procedures and any other pieces of information that the new paras needed to be clear on their roles within the team.

I am pleased to report that the transitions to these new assignments went very well right from the first day.

**Non-certified Sick Bank:**

The sick bank that you approved at your January BoE meeting has been implemented as of Monday, March 14 and the clarifications and changes that you discussed have been addressed. Forms to offer sick days as well as forms to request sick days have also been sent to all non-HEA staff members. Ms. Bowen will receive any forms for the sick bank days being offered and Ms. Danielson will accept the sick bank requests. Dr. Olah will review and approve/disapprove each aspect of the sick bank - offered days and requested days.

**Status of Oil purchasing through the EastConn's oil Consortium:**

As I discussed last month, EastConn and all of the other RESCS in Connecticut as well as many other public entities from fire departments to towns and cities, have joined together to create the Oil Purchasing Consortium. We had our meeting on Monday and because of the continuing rise of prices for barrels of the benchmark North Sea crude to over \$110/barrel on 3/14/22. We decided not to lock in a price for another few weeks. This is a risk since none of the consortium's members have any idea what will happen in Europe or how the number of barrels the US will be releasing out of the strategic stock reserve will allow for future lock-in pricing. As of the writing of this report, I do not know what our price will be for our next delivery this week of 2,550 gallons (Rack price + \$0.23/gal.). I will update you once I have the actual cost.

**Budget freeze has been authorized:**

Based on the price of oil as well as the continuing increases in shipping and supplies as well as the return of the addition of fuel charges on service providers, I have imposed a budget freeze on all purchases that began on 3/9/22. The only PO's that will be approved will be contracted service providers - for example school cleaning, oil and diesel purchases and snow removal, items that are required for health and safety issues, and items or services provided based on Special Education requirements.

This freeze will remain in place for as long as it is reasonable based on the YTD expenditure reports. Ms. Lehoux will be alerting me if she finds that our budget expenditures versus YTD figures are becoming imbalanced.

**HES Mask regulations:**

After creating two plans that were to go into affect on March 1, 2022, and with all of the rapidity of the changes being made by the CDC, the Connecticut Department of Public Health, and the CSDE, we finally have a plan which we implemented as of March 7, 2022.

This plan is very simple. All students, regardless of their vaccination status, will allow their parents to make the choice as to their mask wearing at HES. There are only three areas where masks must be worn: The main office - a small and enclosed area, the security area in the front entrance to HES - small unventilated area- , and the nurse's office. All of the other Covid protocols remain in place including no entrance to the school building, breakfast and lunches in team rooms, the general sanitizing of HES at night, and the 24/7 running of the HVAC. A full listing was sent to all of you as BoE members as well as to all parents. The new rules can be found on the HES website.

Any changes will be implemented as soon as we have been informed by the CDC, CTDPH, and CSDE. We will always, as we have done in the past, follow CDC guidelines.

I also wish to assure you as BoE members that all members of the staff, and the members of the HES Reopening Discussion Group were invited to meet with me via Zoom meetings to review, discuss, and offer recommendations about the changes in our masking plans.

I can report that on March 7, 2022, the start date of the new masking plan, there were no issues or concerns about any of the changes to the policy other than a confusion of what precise areas of the school required masking signs.

I thank our HES community for their understanding and their continued support in their following of the Covid protocols at HES as we continue not provide an excellent education to all our students continuously from August, 2020 to today with no closings of HES that allowed us to continue to reach our goal:

**Every Student, Everyday for another 183 days.**

END of Report