

Business Coordinator Report

BOE Meeting December 16, 2020

COVID 19 related expenses to date total approximately \$93,250. Our Covid 19 related grants, to offset these costs, total \$47,742. Several of our (600) supply accounts and the (423) housekeeping account are very high for this time of year due to COVID 19 expenses. Once the grants are received and applied these accounts will fall back in-line. Through December 31, 2020 we must continue to pay employees under the Emergency Paid Sick Leave Act (EPSLA). Although this paid leave is mandated for various Covid 19 related absences, public schools are excluded from the federal reimbursement. This act is set to expire at the end of the calendar year but could be extended by future legislation.

A few other areas of the budget are notable. Our legal services account (302) is over 78% spent for the year. This is anticipated as we had negotiations with the Hampton Educators Association (HEA). If our legal needs for the remainder of the year are typical, the balance in the account will be sufficient. In the (500) Other Purchased Services accounts there are several expenses which were unanticipated including public tuition, an increase in private tuition, and an increase in special education transportation. These changes are manageable due to changes in staffing, changes in insurance coverage elections and more School Readiness Grant funds than anticipated. At this time, we expect our budget to meet our immediate needs.

I am actively working with our auditor to complete the 2019-2020 audit. During the last month I completed the GASB 74/75 OPEB Actuarial Report using an online tool. GASB is the acronym for Governmental Accounting Standards Board which sets generally accepted accounting principles used by state and local governments. GASB 74/75 are the standards which measure Other Post Employment Benefits (OPEB). All CT teachers may continue to be enrolled in medical insurance after retirement, through their last employer. The option for medical insurance is the post employment benefit measured by the actuarial report. The calculated cost of this benefit, \$565,353, is included in the Town of Hampton financial statements. Although this number appears significant, it is an ongoing, changing liability, not paid in a lump sum but, rather, paid in our ongoing insurance premiums.

Budget preparations for 2021-2022 are underway and we plan to have a first draft at the January meeting. Having the negotiated HEA salary scale as well as new para step scale and substitute rates will be helpful in preparing the first draft.

Respectfully submitted,
Sally Lehoux

Hampton Elementary School
BUDGET VS ACTUAL

Expense	Jul - Nov 20	Encumbrances	Total	Budget	\$ Over Budget	% of Budget
100 · Salaries/Wages						
101 · Superintendent	26,126.08		26,126.08	61,817.00	-35,690.92	42.26%
102 · Principal	42,742.59		42,742.59	103,049.00	-60,306.41	41.48%
103 · Business Coordinator	17,014.47		17,014.47	40,201.60	-23,201.53	42.31%
104 · Certified Staff	218,103.63		218,103.63	605,468.00	-387,364.37	36.02%
106 · Executive Assistant	12,809.66		12,809.66	36,941.00	-24,131.34	34.68%
107 · Related Services	8,435.42		8,435.42	26,900.00	-18,464.58	31.36%
109 · Other Certified	578.87		578.87	10,776.00	-10,197.13	5.37%
110 · Substitutes	9,526.94		9,526.94	37,104.00	-27,577.06	25.68%
111 · Paraprofessionals	45,093.74		45,093.74	204,084.00	-158,990.26	22.1%
112 · Recording Secretary	186.27		186.27	1,250.00	-1,063.73	14.9%
116 · Nurse	11,822.22		11,822.22	42,054.00	-30,231.78	28.11%
118 · Custodians	13,486.66		13,486.66	36,660.00	-23,173.34	36.79%
120 · Special Ed Director	7,125.79		7,125.79	18,883.00	-11,757.21	37.74%
Total 100 · Salaries/Wages	413,052.34	0.00	413,052.34	1,225,202.00	-812,149.66	33.71%
200 · Employee Benefits						
210 · Health Insurance	71,110.91		71,110.91	175,574.00	-104,463.09	40.5%
211 · Life Insurance	539.00		539.00	1,294.00	-755.00	41.65%
220 · Medicare	5,877.44		5,877.44	17,717.00	-11,839.56	33.17%
221 · Social Security	7,219.83		7,219.83	27,376.00	-20,156.17	26.37%
250 · Unemployment Comp	750.31		750.31	750.31	0.00	100.0%
260 · Workers Comp	6,851.00		6,851.00	14,858.00	-8,007.00	46.11%
200 · Employee Benefits - Other	227.90		227.90	375.00	-147.10	60.77%
Total 200 · Employee Benefits	92,576.39	0.00	92,576.39	237,194.00	-144,617.61	39.03%

	Jul - Nov 20	Encumbrances	Total	Budget	\$ Over Budget	% of Budget
300 · Purch Prof/Tech Serv						
301 · Audit	0.00		0.00	4,250.00	-4,250.00	0.0%
302 · Legal Services	8,060.50	4,703.50	12,764.00	16,322.00	-3,558.00	78.2%
303 · Enumerator	0.00		0.00	550.00	-550.00	0.0%
304 · Payroll Services	1,114.50		1,114.50	3,650.00	-2,535.50	30.53%
310 · Adult Education	1,974.00		1,974.00	2,135.00	-161.00	92.46%
312 · Contracted Enrichment	0.00		0.00	1,325.00	-1,325.00	0.0%
322 · Professional Development	303.00	690.00	993.00	6,950.00	-5,957.00	14.29%
330 · Other Professional Services	0.00		0.00	3,200.00	-3,200.00	0.0%
331 · Physician	0.00		0.00	700.00	-700.00	0.0%
332 · Psychological Services	0.00		0.00	8,535.00	-8,535.00	0.0%
335 · Speech & Hearing Services	0.00		0.00	48,953.00	-48,953.00	0.0%
337 · Occupational Therapy	0.00		0.00	3,780.00	-3,780.00	0.0%
340 · Technical Services	4,920.13		4,920.13	17,562.00	-12,641.87	28.02%
Total 300 · Purch Prof/Tech Serv	16,372.13	5,393.50	21,765.63	117,912.00	-96,146.37	18.46%
400 · Purch Property Services						
410 · Electricity	5,403.72		5,403.72	18,500.00	-13,096.28	29.21%
423 · Housekeeping Services	17,185.00		17,185.00	26,724.00	-9,539.00	64.31%
430 · Equipment Maintenance	497.72		497.72	3,000.00	-2,502.28	16.59%
434 · Bldg/Grounds Maintenance	23,905.46		23,905.46	48,195.00	-24,289.54	49.6%
441 · Equipment Rentals	2,549.66		2,549.66	8,192.00	-5,642.34	31.12%
Total 400 · Purch Property Services	49,541.56	0.00	49,541.56	104,611.00	-55,069.44	47.36%

	Jul - Nov 20	Encumbrances	Total	Budget	\$ Over Budget	% of Budget
500 - Other Purchased Services						
510 - Pupil Transportation	49,410.00		49,410.00	169,267.00	-119,857.00	29.19%
515 - Transportation Spec Ed	625.60		625.60	12,646.00	-12,020.40	4.95%
520 - Insurance	9,621.50		9,621.50	19,823.00	-10,201.50	48.54%
530 - Communication	2,411.46		2,411.46	6,780.00	-4,368.54	35.57%
531 - Communication - Online Licenses	7,031.21	4,584.32	11,615.53	16,220.00	-4,604.47	71.61%
550 - Printing	1,350.20		1,350.20	1,450.00	-99.80	93.12%
561 - Tuition/Private	4,940.00	6,840.00	11,780.00	76,500.00	-64,720.00	15.4%
562 - Tuition/Public	9,996.00		9,996.00	9,996.00	9,996.00	100.0%
580 - Travel	0.00		0.00	920.00	-920.00	0.0%
Total 500 - Other Purchased Services	85,385.97	11,424.32	96,810.29	303,606.00	-206,795.71	31.89%
600 - Supplies						
601 - General Supplies	7,656.34	1,380.63	9,036.97	10,585.00	-1,548.03	85.38%
611 - Instructional Supplies	9,791.40	3,193.66	12,985.06	15,454.00	-2,468.94	84.02%
613 - Expendable Equipment	8,228.04	3,597.12	11,825.16	9,000.00	2,825.16	131.39%
615 - Maint/Repair Supplies	1,776.59		1,776.59	11,400.00	-9,623.41	15.58%
624 - Heating Oil/Propane	1,051.89		1,051.89	25,166.00	-24,114.11	4.18%
625 - Diesel Fuel/Gasoline	1,611.90		1,611.90	15,872.00	-14,260.10	10.16%
641 - Textbooks/Workbooks	531.96	930.00	1,461.96	7,500.00	-6,038.04	19.49%
642 - Library Books/Periodicals	0.00		0.00	1,798.00	-1,798.00	0.0%
Total 600 - Supplies	30,648.12	9,101.41	39,749.53	96,775.00	-57,025.47	41.07%
800 - Other Objects						
810 - Dues & Fees	3,494.00	59.00	3,553.00	3,568.00	-15.00	99.58%
850 - Transfer Out - Cafe	4,635.00		4,635.00	15,450.00	-10,815.00	30.0%
Total 800 - Other Objects	8,129.00		8,129.00	19,018.00	-10,889.00	42.74%
Total Expense	695,705.51	25,919.23	721,624.74	2,104,318.00	-1,382,693.26	34.29%

December 1, 2020

Dear Dr. Olah,

Did you know that we have spaces to play during recess? We switch to different areas every week and each area is only used by one team at a time. . This way we social distance during recess. Although we follow all the protocols as in six feet spaced apart, everything is sanitized, and wear our masks, we would like to see a few changes to make our recess safer and more fun. We would like to have the playscape removed, more shade sails, lines for soccer, and an outdoor space for arts and crafts!

78.6 % of us would like to have the playscape removed. This area is the smallest area to play. Those who want it removed think it is taking up space and by removing it then it would make an open area that we could play in. Others think it would make it safer and also give us space to run. We need more swings since the only thing to do in this space is to use the swings. One more idea is to have a seesaw in it or if a seesaw is not safe then to have something else to play while in that space.

One idea for the field is to make the lines for soccer. This way the whole class can play soccer if we play seven against seven then that makes fourteen but we should all social distance. If the whole class wants to play soccer then we would have the lines. Having lines lets us know where to kick the ball.

Although this would fit in any of the areas, we also like to have a table for art. We would like to have a flat table so we can draw and also to have compartments underneath to store basic art supplies. We would like the compartments to be weatherproof as well as to hold different crafts to use or maybe for each team. It is difficult to carry out things with us each time for recess.

Although we know you cannot end covid-19 or change the protocol to let us play with other teams at recess, we wish that recess spaces could change. Please consider our ideas.

From,

The Entire Team B @ H.E.S
(Each student contributed to this letter.).

Cc:
Principal Ms. Roberson
BOE FINANCE AND OPERATIONS COMMITTEE

HAMPTON BOARD OF EDUCATION
HAMPTON, CT 06247
FINANCE AND OPERATIONS COMMITTEE
SPECIAL MEETING MINUTES
TUESDAY, DECEMBER 1, 2020
7 PM ZOOM MEETING

1. Call to Order
Chair Becker called the meeting to order at 7:01. Those in attendance were Finance and Operations Committee members Mark Becker, Rose Bisson, Maryellen Donnelly and Neal Moon. Also in attendance was Superintendent Frank Olah. Sam Roberson attended part of the zoom meeting.
2. Audience for Staff and Citizens
Hampton Board of Finance chair Kathy Donahue attended the meeting. A written communication from the Entire Team B @ HES regarding play spaces during outdoor recess was received by those in attendance.
3. Review of September 21, 2020 Minutes
There were no recommendations for change.
4. 5 Year Plan Topics Including Parking Lot, Playground, and Any Other Pressing Issues
The Hampton town crew paved around parking lot catch basins. New quotes for paving will be sought in the spring. Committee members agreed that the wooden playscape cordoned off due to the need to distance during Covid-19 should be removed at this time. An audit was completed by Energy and Resource Solutions (ERS). "The primary focus of this scoping audit was to find energy efficiency opportunities to offset the increase in energy consumption attributed to increased air changes and HVAC system operations due to COVID-19 adjustments. This project was funded by Eversource." Recommendations in the audit will be added to the five-year plan.
5. Discuss Plan for 2021/2022 Plan Sub and Para Rates
The committee asked Dr. Olah for more information regarding the November 13 Minimum Wage Increases memo.
6. Discussion of Ventilation Evaluation
The November 5 report of the audit by ERS (p.7) stated that several of the exhaust fans were not operating during the site visit on October 6. Emcor serviced the system on October 15. Upgraded filters were installed, belts tightened and Emcor reported, "Looked at fan #2 and will have to return to repair fan. AHU's (air handling units) are running fine at this time." Dr. Olah said that fan #2 was subsequently changed.
7. Discussion of 2020/2021 Budget-Current Status/Issues
Dr. Olah presented areas that may become a concern for the current budget.
8. Audience for Staff & Citizens
Kathy Donahue asked for the ERS report and about Covid-19 related expenses.
9. Review Next Agenda Planning Including Date and Time
The next meeting will be held at 7 PM on Monday, January 25, 2021.
10. Adjournment
The meeting adjourned at 7:56.

Respectfully submitted,

Maryellen Donnelly

Hampton Elementary School
Monthly Board of Education Update
Principal Report
December 10, 2020

With all the media coverage around the stress related to covid-19 there is no surprise that students and teachers across the U.S. are facing more stress than usual. Taking dual roles of preparing for the possibility of moving to remote learning and working daily under the stress of being exposed to covid-19 impacts everyone. The staff here at Hampton have integrated a delicate balance of safety, learning and fun. The challenges are many and stress levels high but together we have navigated to a place where routines have become familiar and less stressful.

Look anywhere for information about the impact of stress both on individuals and groups. Stress can impact teachers and their students in a variety of ways. A stressed teacher can create a stressed student and a stressed student can create a stressed classroom. Our social emotion programs and supports along with staff keeping predictable schedules, safety routines and a bit of fun has paid off. Teachers have stayed current on student needs, communicating with families and providing students with both challenges and breaks.

One study spoke about stress in the classroom as a feedback loop. Stress felt by both teachers and students appeared to create a "feedback loop," according to anecdotal evidence from one study published in September (1) "When students explained that they were struggling or appeared to be stressed, withdrawn, or physically unwell, teachers reported having negative emotional experiences," researchers wrote. But then when either teachers or students felt well, the other group also felt positively, creating a positive feedback loop. Below is a short list of some of the protocols that have helped to eliminate stress here at Hampton:

- Students are comfortable with changes that come with covid-19 safety guidelines
- Teachers have adjusted to changes in instructional time due to mask, food, handwashing
- Teachers have built in school wide collaborative events that are fun and celebrated within each cohort
- Students have been taught destressing activities and when needed can utilize a plan
- Parents have kept Mrs. Danielson informed and jointly make decisions about attendance and testing
- Dr. Olah has approved the upgraded ventilation
- All staff are attentive to the needs and changes of students and direct students towards support
- Staff have been disinfecting between and at the end of each day high touch areas
- Student remind and support each other with social distancing and mask wearing

RECOMMENDATIONS MATCH ACTIONS AT HES — MICHAEL DEVINE, MD

Outside of the classroom, Devine says group sessions and large social gatherings, including the cafeteria, gym, and playground, should be avoided. In addition to social distancing, wearing masks, and screening for symptoms, he also recommends that staff incorporate the following safety protocol.

- Clean all surfaces including tabletops, door handles, desks, and chairs using a disinfectant as frequently as possible. Most household and commercial disinfectants are sufficient to eliminate viruses such as COVID-19.
- Clean hands regularly with soap and water. Always follow the Centers for Disease Control and Prevention's protocol for handwashing and use an alcohol-based hand sanitizer that contains at least 60% alcohol in-between washings or when soap and water are not available.²
- Avoid touching your face and mucous membranes. If you inadvertently have come in contact with infection by touching a contaminated surface, the virus can enter your body, most easily, through the mucous membranes (mouth, nose, eyes, etc.).
- Consider changing your clothes and showering promptly upon returning home to limit the risk of inadvertently carrying the virus into the house with you. It is recommended not to wear the shoes that you wore to work inside your home.

- 1.) Sandilos LE, Cycyk LM, Hammer CS, Sawyer BE, López L, Blair C. Depression, control, and climate: An examination of factors impacting teaching quality in preschool classrooms. EARLY EDUC DEV. 2015;26(8):1111-1127. doi:10.1080/10409289.2015.1027624

2020 - 2021 – Enrollment

TEAM CLASSROOM ENROLLMENT 2020-2021

TEAM	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MARCH	APRIL	MAY	JUNE
Pre K/K	18	21	16	16	16						
Team A	20	20	18	18	18						
Team B	17	16	17	17	16						
Team C	21	21	17	17	17						

Enrollment 2020-2021

Grade	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
Preschool	8	8	9	9	9						
Kindergarten	10	10	7	7	7						
One	10	10	10	10	9						
Two	10	10	8	8	8						
Three	9	9	10	10	9						
Four	8	7	7	7	7						
Five	11	13	9	9	9						
Six	9	8	8	8	8						

Out of building	Number	Date
	3	September 2, 2020
	3	September 20, 2020
	3	October 20, 2020
	4	November 9, 2020
	4	December 10, 2020

Distance Learning	Home School	Back to School
11	6 NOT listed in school #	68/71

**Hampton Elementary School District
Office of the Superintendent
380 Main Street
Hampton, CT. 06247**

Superintendent's Report

12/16/20

Written 12/10/20

As the Covid 19 virus continues threatening the health of all of us, I am using this month's superintendent's report to discuss how we as administrators, faculty, staff, students, and parents are handling its impact and how we are planning to make sure that our goal:

Every child, every day for 183 days

can be realized so that all of our students will experience a full year's academic growth because they have constantly been in a classroom with their teacher. This will allow them to learn and be able to perform the skills they need as they progress along with their education. As we all know, from our own education as well as common sense, when we learn, we learn in a sequential manner - learning the first skill that leads to the next skill - from our first words to writing the great American novel.

At the elementary school level, especially in Pre-K. The Pre-K classroom brings our children into a social environment and exposes them to their first "lessons". They learn the social skills of how to relate to others and follow directions and share and develop a sense of others who are like them in size and age and looks and are part of their "group."

In grades K to 6, students then expand those skills and add specific skills in reading and counting and telling a story in a sequence of ideas and facts. These are skills that are difficult to accomplish, especially for students who may think and behave differently from their peers. These students need others as models and the other students need to understand that not everyone is just like them. The key element in all of these activities is the classroom teacher.

All of these activities have one very basic thing in common. When you understand young children you understand that they learn WITH others around. This maturation process is a combination of learning "how" coupled with learning "why" and then; learning that others are struggling and progressing along in my class, just like me. They find friends and they learn to cope with others. They learn that adults are helpers and that these adults provide safe connections that allow each child to progress. This living web of interconnections makes grade 1 or 3 or grade 6 an adventure.

It is our assumption that this multilevel of learning and living with each other is the key to all of our school experiences.

When the Covid 19 virus hit us in March, all of those assumptions and all of those interpersonal relationships faded away. A screen based relationship had to be developed. This reality is the reason HES developed a Reopening Plan with our goal to re-establish the human connections and why we will do all we can to meet our goal. Human interactions are critical and we created our goal:

Every child, every day, for 183 days

How we are meeting our goal:

Point #1

Beverly Danielson, from the very beginning in March, has worked without let-up to learn and then implement the guidelines from the CDC, CT. Department of Public Health, the Northeast District Department of Health, the Connecticut State Department of Education's directives and Gov. Lamont's Executive Orders and his subsequent publication of the multiple Addendums. Beverly has become, in the eyes of HES, our Dr. Fauci.

Point #2

Andy Nichols has stepped up to the challenge on multiple levels. Back in March and April, with the former cleaning company, he was confronted with daily complaints of a lack of appropriate cleaning of the school. He had to re-clean areas of the school, especially the Pre-K classroom, and then sanitize areas of the school in order to calm teachers' concerns. He helped find our new cleaning crew and trained them in how he wanted the school to be cleaned, what tools to use, and what sanitizing cleaners were required. Andy ordered all of those sanitizing cleaning supplies weeks before most schools. He ensured - by ordering when he did - that we had all of the needed supplies. He has continued to monitor and order those supplies. He has reported to me that he fully sanitizes the school three times daily at all of the high touch points, the bathrooms, and water fountains. He calls the cleaning company each day to touch base and discuss any issues that have been raised by staff. Andy also has been volunteering to help when problems develop. For example, when we could not find staff to roll the food tray carrier to each team during lunch, he told me not to worry and he did it.

Point #3

As the year progresses, Sam, Beverly, and I meet each week to discuss what we are facing and how we will address the issues. Each week, we discuss how Covid 19 impacts our region with greater and greater negative outcomes and how we can continue the job of reaching our HES goal. As you can imagine, this has become harder and much more complex. We used to worry about keeping students six feet apart, building larger classrooms, and how we can best provide those students who wished to learn remotely with their lessons. Now, we have had to worry about students with positive test results. We try to clearly understand exactly what the health and legal

implications are for all of our decisions. We now have to worry about whose brother was visiting what friend who has a sister in our school and how does that impact our students.

Point #4

Our external support system has worked. The three superintendents have kept each other in the information loop about what is happening in Hampton, RD-11, Scotland, and Chaplin. We are also attending the URSA area superintendent's weekly meetings. These meetings offer the three of us a whole group of peers to ask for clarifications and clarifications in understanding what aspects of Covid have been impacting our districts. The one major area of great concern that impacts HES directly is the fact that Highland District Department of Health services Scotland and RD-11 and Hampton is serviced by an entirely different health department, namely, the Northeast District Department of Health. This causes complex communications problems. A positive test result in RD-11 that impacts Hampton students attending RD-11 who have siblings attending HES is not communicated to us since Highland would not know that a Northeast District family is involved. That is the reason the three superintendents now have to fully communicate.

Point #5

The legal aspects of this virus are also playing out at HES and all across the region. We have to be so protective of individual students and their family members rights under FERPA and HIPAA regulations. These regulations mean that we cannot share tests results with anyone at HES except in very general terms. We can only issue advisories to parents. We remind parents about the symptoms of Covid and we ask them to call Beverly with their questions. We remind everyone that anything they tell Beverly is totally confidential. If we have to go into distance learning for a specific team or even the entire school, we can only explain in very general terms why we had to make that decision.

Point #6

One very interesting point that we have discovered about our HES experience with Covid and all of the precautions we have in place is the fact that Beverly has kept records of student attendance for years. When we looked at the current student attendance rates, we have much fewer students absent on a daily basis this year compared with 2019. This can be accounted for by fewer students being absent for doctors appointments AND there are fewer students who are actually sick because of all of the health precautions we have in place. This is one of those hidden bright spots in this very difficult time.

Point #7

We have had our building's ventilation system fully investigated and the report indicated that there were a few fans and other belts that needed to be replaced or adjusted. The filters were replaced in late October to the "Merve 13" level. These filters remove most of the dust and contaminants from the outside air coming into the building. This air is also preheated so that the building can be kept comfortable relative

to the indoor temperature. The classroom air is also removed and directly dumped outside the building. This allows for a cycling of air and helps resolve the need to keep classroom windows and doors open during the cold winter months. Since the ventilation system is operating 24/7, we anticipate a higher consumption of heating oil this year. We have a complete HVAC system in place and it is fully operational.

Point #8

The community support for HES has been very positive. The HES Reopening Discussion Group has met five times and from the discussions, members seem pleased with the reopening plan, the printed plan that was mailed out to all households in Hampton. The parents have been extremely cooperative as reported by both Sam and Beverly. Teachers and staff have been working very hard and collaborating with Mr. Gervase in providing him with all of the required lesson plans and materials for our distance learning students who Mr. Gervase works with every day. This plan releases teachers to focus only on their in school students. The teachers have reported to Sam that the first parent/teacher conferences went very well via Zoom or Google Classroom. The teachers are also using SuccessMaker daily in grades K to 6. This is part of our plan to make sure that if we have to go to distance learning, our students have practiced using the on line learning software during school. We have received the Chromebook and iPad protective covers and students are taking their computers home to practice their online access from home. They can demonstrate to their parents how they are learning using our software tools.

Point #9

We have spent all of our Covid 19 grant dollars; however, at this time, we have only started to use the Board of Finance's reserve account dollars that were wisely set aside for extra Covid costs the town might need. At this time, our budget expenditures are right in line as projected. We have some dark clouds on the horizon with special education costs that might rise. Dr. Benson-Clarke, Sam Roberson, Sally and myself are discussing how to make sure that these possible special education costs can be controlled. We did redesign a classroom to support special education students and their specific needs. Once decisions are made, we can offer the Board a clearer picture of our projected budget expenses.

Point #10

Our teachers and staff members have really stood-up and are performing all of their duties and there has been few absences of staff. Sam, Judy, and I are very proud of our teachers and support staff.

In Conclusion:

We are very well positioned to realize our goal because we are very small. We can daily address social distancing, mask wearing, and checking on the health of our students and staff. We have an adequate list of substitutes and we have contracted with an outside source for nursing support. Our building's ventilation system is fully operational, our parents are fully cooperative, and the students have realized how important their behaviors are so everyone is safe. Even on our buses, we have not

realized any disciplinary issues. Our students are sitting in their assigned seats, remaining quiet, and they enter and exit the buses six feet apart. Our parents are dropping off their children with great care. Our only problem is that the large entrance sign we had at the top of the driveway has been constantly cut down and we had to remove it. Thus far, our biggest problem before March 16, 2020 was the cost of being too small. Now, our smallness has become our greatest asset. Our students are safe, our budget is on track, our school building is totally operational, and it is being kept clean and sanitary. What more can we ask for?

Every child, every day, for 183 days

Hampton Board of Education Meeting 12 16 2020

Superintendent's Recommendations for Paraprofessional Step Scales Proposal #1

Effective July 1 Each Year

Employee	09/01/20 Min Wage \$12.00/hr		08/01/21 Min Wage 13.00/hr		07/01/22 Min Wage \$14.00/hr		06/01/23 Min Wage \$15.00/hr	
	2020-	2020-	2021-	2021-	2022-	2022-	2023-	2023-
	2021 Step	2021 Rate	2022 Step	2022 Rate	2023 Step	2023 Rate	2024 Step	2024 Rate
Step 1 2023-2024							1	\$15.00
Step 1 2022-2023					1	\$14.00	2	\$15.25
Step 1 2021-2022			1	\$13.00	2	\$14.25	3	\$15.75
A	1	\$12.00	2	\$13.25	3	\$14.75	4	\$16.25
B	2	\$12.25	3	\$13.75	4	\$15.25	5	\$16.75
C	3	\$12.75	4	\$14.25	5	\$15.75	6	\$17.25
D	4	\$13.25	5	\$14.75	6	\$16.25	7	\$17.75
E	5	\$13.75	6	\$15.25	7	\$16.75	8	\$18.25
F	6	\$14.25	7	\$15.75	8	\$17.25	9	\$18.50
G	7	\$14.75	8	\$16.25	9	\$17.50	10	\$18.75
H	8	\$15.25	9	\$16.50	10	\$17.75	11	\$19.00
I	9	\$15.50	10	\$16.75	11	\$18.00	12	\$19.25
J	10	\$15.75	11	\$17.00	12	\$18.25	13	\$19.50
K	11	\$16.00	12	\$17.25	13	\$18.50	14	\$19.75
L	12	\$16.25	13	\$17.50	14	\$18.75	15	\$20.00
M	13	\$16.50	14	\$17.75	15	\$19.00	16	\$20.25
N	14	\$16.75	15	\$18.00	16	\$19.25	17	\$20.50
O	15	\$17.00	16	\$18.25	17	\$19.50	18	\$20.75
P	16	\$17.25	17	\$18.50	18	\$19.75	19	\$21.00
Q	17	\$17.50	18	\$18.75	19	\$20.00	20	\$21.25
R	18	\$17.75	19	\$19.00	20	\$20.25	21	\$21.50
S	19	\$18.00	20	\$19.25	21	\$20.50	22	\$21.75
T	20	\$18.25	21	\$19.50	22	\$20.75	23	\$22.00
U	21	\$18.50	22	\$19.75	23	\$21.00	24	\$22.25
V	22	\$18.75	23	\$20.00	24	\$21.25	25	\$22.50
W	23	\$19.00	24	\$20.25	25	\$21.50	26	\$22.75
X	24	\$19.25	25	\$20.50	26	\$21.75	27	\$23.00
Y	25	\$19.50	26	\$20.75	27	\$22.00	28	\$23.25
Z	26	\$19.75	27	\$21.00	28	\$22.25	29	\$23.50
AA	27	\$20.00	28	\$21.25	29	\$22.50	30	\$23.75
BB	28	\$20.25	29	\$21.50	30	\$22.75	31	\$24.00
CC	29	\$20.50	30	\$21.75	31	\$23.00	32	\$24.25
DD	30	\$20.75	31	\$22.00	32	\$23.25	33	\$24.50
EE	31	\$21.00	32	\$22.25	33	\$23.50	34	\$24.75
FF	32	\$21.25	33	\$22.50	34	\$23.75	35	\$25.00
GG	33	\$21.50	34	\$22.75	35	\$24.00	36	\$25.75
HH	34	\$21.75	35	\$23.00	36	\$24.25	37	\$25.50
II	35	\$22.00	36	\$23.25	37	\$24.50	38	\$25.75
JJ	36	\$22.25	37	\$23.50	38	\$24.75		
KK	37	\$22.50	38	\$23.75				
LL	38	\$22.75						

Hampton Board of Education Meeting 12 16 2020
 Recommendation Prepared at Request of Finance & Operations Proposal #2
 for Paraprofessional Step Scales Effective July 1 Each Year

Employee	09/01/20 Min Wage \$12.00/hr		08/01/21 Min Wage 13.00/hr		07/01/22 Min Wage \$14.00/hr		06/01/23 Min Wage \$15.00/hr	
	2020-	2020-	2021-	2021-	2022-	2022-	2023-	2023-
	2021	2021	2022	2022	2023	2023	2024	2024
	Step	Rate	Step	Rate	Step	Rate	Step	Rate
Step 1 2023-2024							1	\$15.00
Step 1 2022-2023					1	\$14.00	2	\$15.00
Step 1 2021-2022			1	\$13.00	2	\$14.00	3	\$15.00
A	1	\$12.00	2	\$13.00	3	\$14.00	4	\$15.00
B	2	\$12.25	3	\$13.00	4	\$14.00	5	\$15.00
C	3	\$12.75	4	\$13.25	5	\$14.00	6	\$15.00
D	4	\$13.25	5	\$13.75	6	\$14.25	7	\$15.00
E	5	\$13.75	6	\$14.25	7	\$14.75	8	\$15.25
F	6	\$14.25	7	\$14.75	8	\$15.25	9	\$15.50
G	7	\$14.75	8	\$15.25	9	\$15.50	10	\$15.75
H	8	\$15.25	9	\$15.50	10	\$15.75	11	\$16.00
I	9	\$15.50	10	\$15.75	11	\$16.00	12	\$16.25
J	10	\$15.75	11	\$16.00	12	\$16.25	13	\$16.50
K	11	\$16.00	12	\$16.25	13	\$16.50	14	\$16.75
L	12	\$16.25	13	\$16.50	14	\$16.75	15	\$17.00
M	13	\$16.50	14	\$16.75	15	\$17.00	16	\$17.25
N	14	\$16.75	15	\$17.00	16	\$17.25	17	\$17.50
O	15	\$17.00	16	\$17.25	17	\$17.50	18	\$17.75
P	16	\$17.25	17	\$17.50	18	\$17.75	19	\$18.00
Q	17	\$17.50	18	\$17.75	19	\$18.00	20	\$18.25
R	18	\$17.75	19	\$18.00	20	\$18.25	21	\$18.50
S	19	\$18.00	20	\$18.25	21	\$18.50	22	\$18.75
T	20	\$18.25	21	\$18.50	22	\$18.75	23	\$19.00
U	21	\$18.50	22	\$18.75	23	\$19.00	24	\$19.25
V	22	\$18.75	23	\$19.00	24	\$19.25	25	\$19.50
W	23	\$19.00	24	\$19.25	25	\$19.50	26	\$19.75
X	24	\$19.25	25	\$19.50	26	\$19.75	27	\$20.00
Y	25	\$19.50	26	\$19.75	27	\$20.00	28	\$20.25
Z	26	\$19.75	27	\$20.00	28	\$20.25	29	\$20.50
AA	27	\$20.00	28	\$20.25	29	\$20.50	30	\$20.75
BB	28	\$20.25	29	\$20.50	30	\$20.75	31	\$21.00
CC	29	\$20.50	30	\$20.75	31	\$21.00	32	\$21.25
DD	30	\$20.75	31	\$21.00	32	\$21.25	33	\$21.50
EE	31	\$21.00	32	\$21.25	33	\$21.50	34	\$21.75
FF	32	\$21.25	33	\$21.50	34	\$21.75	35	\$22.00
GG	33	\$21.50	34	\$21.75	35	\$22.00	36	\$22.25
HH	34	\$21.75	35	\$22.00	36	\$22.25	37	\$22.50
II	35	\$22.00	36	\$22.25	37	\$22.50	38	\$22.75
JJ	36	\$22.25	37	\$22.50	38	\$22.75		
KK	37	\$22.50	38	\$22.75				
LL	38	\$22.75						