

**HAMPTON BOARD OF EDUCATION  
HAMPTON, CT  
SPECIAL MEETING  
March 30, 2010**

The meeting was called to order at 7:07 PM by Board Chair John Burnham. Members present were Carol Misak, Ann Gruenberg, Lisa Siegmund, Maryellen Donnelly, Doug Stewart, Dan Savino and Dr. Catherine Wade (7:20 P.M.) Also present was Superintendent/Principal Marsha Willhoit and Financial Assistant Sally Lehoux. Unable to attend was board member Rose Bisson.

Mr. Burnham stated this was a budget workshop and discussed protocol for budget discussion. Audience would be given the opportunity to provide comment and input before discussion of each section of the budget.

**2. Audience for Teachers/Citizens:**

Michelle Mlyniec expressed support for the preschool program and the importance of maintaining an option for 3 year-olds.

**3. Business:**

**A. Green Energy Committee Presentation on Solar Hot Water Project:**

The Green Energy Committee would like to submit an application for funding to support a preheating solar heating system for domestic hot water. The board discussed the proposal with Sharon Wakely, representative of the Hampton Green Energy Committee, including cost estimates, grant obligations and installation of a system at Hampton Elementary School.

**Maryellen Donnelly moved the Hampton Board of Education support the application to the Last Green Valley for the Solar Heating System. Lisa Siegmund seconded the motion and it passed unanimously.**

**B. 2010/2011 Budget:**

**i. Early Retirement Incentives Certified/Non-Certified Staff:**

Kathy Donahue expressed her concern as she had never heard of any district providing an early retirement incentive to non-certified staff and requested the board be sure of any financial liability of such an offer. The board discussed the early retirement incentives and Mrs. Willhoit stated she had met with the Hampton Education Association and they had counter-proposed a lump sum payment for four years instead of three.

**Ann Gruenberg moved to offer the retirement incentive with a four-year payment package for the incentive proposal for certified staff, pending final review by legal counsel. The application date shall be May 7, 2010. Doug Stewart seconded the motion.**

After continued discussion, **Ann Gruenberg moved to amend her motion to include “as written in ‘Option A’ of the incentive package” after the word staff. Doug Stewart seconded the amendment.**

After continued discussion of retirement options and Medicare eligibility, **Ann Gruenberg moved to amend the motion to include ‘Option B’ as stated in the incentive package and to state ‘Insurance coverage is not available to retirees who are or become eligible for Medicare. Doug Stewart seconded the motion.**

**The motion passed with the following vote:**

**YES: 7**

**ABSTAIN: 1 (M. Donnelly)**

The board discussed retirement incentives for non-certified staff. No action was taken.

**ii. Letter Requesting Discussion of Certified Staff Contract Concessions:**

Mr. Burnham stated he had received a legal opinion regarding the question of whether or not such a letter would reopen contract negotiations and legal counsel replied such a letter would be regarded as opening negotiations.

Kathy Donahue asked if voluntary concessions were possible.

The board decided to continue discussions of this option. No action taken.

**iii. Non-Certified Staff Wages:**

- a. on step paraprofessionals
- b. off step paraprofessionals
- c. substitutes
- d. nurse
- e. financial/admin assistant
- f. school secretary
- g. cafeteria manager (Not BOE budget)

Juan Ariolla commented he and his wife had picked up the objectives for the principal and also commented there is no minority certified staff at this school and wondered if there is any evidence of the goal being pursued? They also reviewed the policy and procedure manual and there is no policy if a child goes missing or is lost while in school custody. He also noted the curriculum guides still reference the CMT's as taken in October and noted some objectives are no longer aligned with state standards. He also commented the school climate is not welcoming and bullying continues to be an issue.

The board agreed to move discussion of item B.iv to the next item of discussion.

**iv. Reallocation of Preschool Funds/Combining Preschool and School Readiness Programs:**

Kathy Donahue commented there should be options for parents that don't want an all-day or 5-day program and is concerned about the 20-slot number that is being discussed. Residents shouldn't be turned away because there isn't space.

Ann Folan read a letter written on behalf of the HEA and requested the maintenance of the current programs.

Mrs. Willhoit reviewed the school readiness program and Hampton's participation in this program as well as the preschool program.

Chrissy Stone also commented on the programs and asked for clarification on enrollment numbers.

After continued discussion, there was no action taken to modify the existing preschool programs.

**iii. Non-Certified Staff Wages:**

Kathy Donahue reminded the board that a 0% salary increase does not mean a 0% increase since the board would bear the burden of any insurance increase.

Gay Wagner commented the COL statement is misleading.

Mrs. Lehoux reviewed co-pays for non-certified staff and insurance eligibility.

**Doug Stewart moved to provide no wage increase for non-certified staff in item B.iii.a-g., including no step increases for on-stop paraprofessionals. Dan Savino seconded the motion.**

After a discussion of non-certified wages, **the motion passed with the following vote:**

**YES: 5**

**OPPOSED: 3. (C. Misak, C. Wade, L. Siegmund)**

**v. Half-Time SRBI Support Position:**

This is currently a full-time position to be reduced to .5 FTE. Mrs. Willhoit distributed historical data for staff and student population as reflected in the strategic school profile for school years 99-00 to 09-10, inclusive. The board discussed student population, staffing needs, and program support.

Kathy Donahue asked about the possibility of creative staffing solutions.

Gay Wagner asked if the board had set a target for the budget.

There was no action on items B.v. or B.vi. at this time.

**4. Audience for Teachers/Citizens:**

Gay Wagner expressed her concern for school climate in relation to bullying in light of recently reported events at schools in the U.S. and asked the board to continue discussing the issue of bullying as it is a global issue.

**Doug Stewart moved to enter into executive session at 10:20 for the purpose of discussion concerning the performance and evaluation of a public employee and to invite Marsha Willhoit (11:00 P.M.) to a portion of the session. Lisa Siegmund seconded the motion and it passed unanimously.**

**Lisa Siegmund left the meeting at 10:50 P.M.**

**The board came out of executive session at 11:05 P.M.**

**Dan Savino moved to adjourn at 11:10 P.M. Dr. Wade seconded the motion and it passed unanimously.**

Respectfully submitted,

Jennifer Nelson  
Recording Secretary

*Note: Per C.G.S. 10 – 218, Board of Education meeting minutes are provided in a draft format within 48 hours of the date the meeting was held. With the exception of motions and votes recorded, these minutes are unofficial until they have been read and approved by a majority vote of the Board. Should edits be necessary, they will be made at the next regularly scheduled meeting, noted in the meeting minutes, and voted upon.*