

**SPECIAL MEETING OF BOARD OF EDUCATION
MONTVILLE HIGH SCHOOL LIBRARY/MEDIA CENTER
August 7, 2018 at 6:15 p.m.**

2017-2018 Board of Education Goal:

To engage in a cycle of continuous improvement to ensure all students are educated with high standards and achieve at the highest levels of learning in the Montville Public Schools.

Item 1. Call to order/ Pledge of Allegiance

Board Chair Robert Mitchell called the meeting to order at 6:15 p.m., all stood and pledged the flag. Board members present were; James Wood, Sandra Berardy, Colleen Rix, Steven Loiler, Monica Pomazon, Daniel Boisvert, Joseph Aquitante and Dana Ladyga.

Also present were Acting Superintendent of Schools Laurie Pallin, Business Manager Kathy Lamoureux, Administrators M.J. Dix, Heather Sangermano and Jill Mazzalupo, Legal Counsel Kevin Roy and Administrative Assistant to the Superintendent, Jennifer LeMay.

Item 2. Community comments regarding agenda items only.

None

Item 3. Executive Session to discuss a personnel matter.

Motion: To enter executive session and invite Acting Superintendent Laurie Pallin and Legal Counsel Kevin Roy, to discuss a personnel matter.

Proposed by: Colleen Rix
Seconded by: Monica Pomazon
Vote: Carried (vote 8 -0)

Motion: To exit executive session with no votes taken.

Proposed by: Joe Aquitante
Seconded by: Jim Wood
Vote: Carried (vote 8 -0)

Item 4. Discussion and action to consider allowing bus drivers to bring a pre-school aged child to work.

Motion: To approve pre-school aged children to attend work with a parent who is a bus driver.

Proposed by: Steven Loiler

Seconded by: Jim Wood
Vote: Carried (vote 6-2 -0)
Opposed: Colleen Rix, Sandra Berardy

Laurie Pallin reported that she contacted twelve surrounding districts and asked whether they allowed pre-k students on the buses. All reported that they allowed this and had experienced no problems as a result of this practice.

Item 5. Discussion and action to consider offering a signing bonus to attract new bus drivers.

Motion: To approve signing bonuses to attract new drivers.

Proposed by: Colleen Rix
Seconded by: Steven Loiler
Vote: Carried (vote 8 -0)

Based upon the research that Laurie had done, this is a common practice with bonuses ranging from \$500 to \$2500.

We would offer a bonus of \$1000 to new drivers who possess a CDL to be paid in three installments: \$300 upon signing, \$300 after three months, and \$400 after successful completion of a year. The bonus would be announced in our next advertisement along with a date for a hiring fair where we would have current bus drivers, access to computers to apply immediately, and clear explanation of the contract benefits.

At the Board's request, Laurie provided information about the costs the district would incur if we do not hire new drivers. She reported that we currently need six additional drivers (plus cover drivers), and it costs between \$300-500 per day to outsource one bus for a.m. and p.m. runs. We could use the director, assistant director and the head mechanic as bus drivers however, this will mean paying the mechanic overtime and lack of time for coordination of transportation services.

Item 6. Discussion and action to consider paying drivers during training hours.

Motion: To approve the payment of drivers during training hours.

Proposed by: Steven Loiler
Seconded by: Monica Pomazon
Vote: Carried (vote 8-0)

It takes three months or about 55 workdays for a new driver to obtain their CDL because of the length of time it takes to process their fingerprints. For all of this time the newly hired driver is currently unpaid. We have arranged with Griswold to provide a master trainer at a cost of \$22 per hour. Since the training typically takes 30 hours, the district's cost to train a driver is \$660. During the 3-month training period, we have lost several potential drivers because they needed to earn a wage. If we paid unlicensed drivers for 30

hours of time at minimum wage (in addition to the unpaid time when they are training) the cost to the district would be \$303. We would place the training drivers on buses with CDL drivers for these 30 paid hours which would serve several purposes - they would become familiar with the routes, students and coworkers, they could help with student behaviors, and they would be observing best practices of a licensed driver.

Item 7. Discussion and action to consider offering a referral bonus to current employees who refer a licensed driver.

Motion: To approve a referral bonus to current bus garage employees who refer a licensed CDL driver.

Proposed by: Colleen Rix
Seconded by: Joe Aquitante
Vote: Carried (vote 8 -0)

Colleen: Is this any employee? Laurie: I intended this to be only transportation employees. Monica: Is this a referral only or a successful hire? Laurie: A successful hire. Laurie proposed a \$250 bonus would be paid to a bus garage employee who refers a licensed driver who is successfully hired and drives for us for 6 months..

Item 8. Executive session for the purpose of interviewing Heather Sangermano for the position of Principal at Montville High School.

Motion: To enter executive session and invite Heather Sangermano and Laurie Pallin into the session.

Proposed by: Steven Loiler
Seconded by: Jim Wood
Vote: Carried (vote 8 -0)

Motion: To exit executive session with no votes taken.

Proposed by: Steven Loiler
Seconded by: Dan Boisvert
Vote: Carried (vote 8 -0)

Item 9. Consideration and action to approve the reassignment of Heather Sangermano to the position of Principal at Montville High School.

Motion: To approve the reassignment of Heather Sangermano to principal at Montville High School.

Proposed by: Steven Loiler
Seconded by: Colleen Rix

Vote: Carried (vote 8 -0)

Item 10. Discussion and action to create the position of Assistant Principal at Palmer Building, to authorize the Acting Superintendent to form a search committee and to assign a board member to the committee.

Motion: To approve the creation of the position of Assistant Principal at the Palmer Buidling, to authorize the Acting Superintendent to form a search committee and to assign board member(s) to the committee.

Proposed by: Colleen Rix
Seconded by: Monica Pomazon
Vote: Carried (vote 8 -0)

The philosophy is that currently Palmer is a campus of Montville High School and Heather would be the principal of both schools. A skilled leader would be required to oversee the program working under Heather. This person would need an 092 certification and preferably also hold a special education certificate. Colleen: Would we post internally first? Laurie: For administrator positions we post internally and externally at the same time and if we have an internal candidates, they are offered interviews.

Motion: To authorize the Acting Superintendent to form a search committee and to assign board member(s) Colleen Rix and Monica Pomazon to the committee.

Proposed by: Colleen Rix
Seconded by: Joe Aquitante
Vote: Carried (vote 8 -0)

Item 7. Adjournment

Motion: To adjourn.

Proposed by: Steven Loiler
Seconded by: Monica Pomazon
Vote: Carried (vote 8 -0)

The meeting adjourned at 7:53 p.m.

Respectfully submitted by,

Robert Mitchell, Chair

Colleen Rix, Secretary

Montville Board of Education

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Minutes Approved: _____