



CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Personnel Subcommittee Meeting

January 27, 2020 – 5:30 PM | New Britain Educational Administration Center

Call to Order and Opening

Ms. Annie Parker called the meeting to order at 5:31 PM.

Board Members Present

Ms. Monica Dawkins, Mr. Merrill Gay, Ms. Annie Parker, Ms. Gayle Sanders-Connolly

CSDNB Staff Present

Mr. Michael Foran, Ms. Janice Grega-Mals, Mr. Kevin Kane, Ms. Kristin Salerni, Dr. Nicole Sanders, Ms. Danielle Singleton, Mr. Mark Spalding

New Business

Review New Position Request: 1.0 FTE Behavior Support Assistant for New Expulsion Site

Best practice is to provide expelled students with educational opportunities in an off-site classroom. This BSA position is required to staff a proposed off-site expulsion program. Brookside is the district's present expulsion site, which has a BSA on staff to address student behavioral concerns.

This is a full-time, 10 month position. The estimated cost is \$41,500 and the funding source is local.

The Personnel Subcommittee recommended that this request be forwarded to the Board of Education for approval at the next regular meeting.

Review New Position Request: 1.0 FTE Paraeducator for KEY Classroom at Lincoln Elementary School

Additional planning is required to grow the RBT staff districtwide. Therefore it is recommended that the district convert the staffing in the Lincoln KEY classroom back to the structure of our other KEY classrooms. We will be reducing one RBT (Registered Behavioral Technician) position to add this paraeducator position.

This is a full-time, 10 month position. The estimated cost is \$35,000 and the funding source is local.

The Personnel Subcommittee recommended that this request be forwarded to the Board of Education for approval at the next regular meeting.

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Review New Position Request: 1.0 FTE Paraeducator for KEY Classroom at Slade Middle School

Full time adult support required throughout the school day to comply with student's IEP. Student previously educated in outplacement program with full time adult support.

This is a full-time, 10 month position. The estimated cost is \$35,000 and the funding source is local.

The Personnel Subcommittee recommended that this request be forwarded to the Board of Education for approval at the next regular meeting.

Review and approve previous meeting minutes from Personnel Subcommittee Meeting on November 25, 2019

There were no recommended changes to the Personnel Subcommittee minutes from November 25, 2019.

Review Absenteeism Report

The Personnel Subcommittee reviewed the current absenteeism report throughout the district.

Review Vacancy List

The Personnel Subcommittee reviewed the current vacancy list throughout the district.

Review New Position Request: 1.0 FTE Behavior Support Assistant for Small Classroom Setting Program at Lincoln Elementary School

In support of the vision and mission for small classroom setting, we are requesting a BSA to support students in building coping skills and assisting with de-escalation when students are in crisis. The BSA will support the implementation of the specialized classroom management system.

This is a full-time, 10 month position. The estimated cost is \$24.41/hour plus benefits and the funding source is local.

The Personnel Subcommittee recommended that this request be forwarded to the Board of Education for approval at the next regular meeting.

Review New Job Description: Manager of School Safety and Security

This position will report to the Chief Operations Officer.

The primary functions are as follows:

- Develops, implements and administers a districtwide safety program for all schools and provides leadership and management oversight to all district programs relating to safety and security.
- Works with all key stakeholders to ensure the safety and security of all grounds, buildings, faculty, staff, students, and members of the community.
- Manages and directs the work of security and safety staff.

Salary (2019-2020):

- Step 1: \$80,800
- Step 2: \$82,820
- Step 3: \$84,891
- Step 4: \$87,013
- Step 5: \$89,188
- Step 6: \$91,418

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- Step 7: \$93,703
- Step 8: \$96,046

Salary and benefits are linked to the Local 818 contract for this 12 month position. This is an exempt position with no union affiliation and the funding source is local.

The Personnel Subcommittee recommended that this request be forwarded to the Board of Education for approval at the next regular meeting.

Closing and Adjournment

The meeting was adjourned at 6:30 PM.