



## New Britain Board of Education Personnel Committee Meeting

November 28, 2022 – 6:00 PM | New Britain Educational Administration Center

### Call to Order and Opening

Ms. Annie Parker, Personnel Committee Chair, called the meeting to order at 6:00 PM.

### Board Members Present

Ms. Monica Dawkins\*, Ms. Annie Parker\*, Ms. Gayle Sanders-Connolly\*, Ms. Tina Santana#

*\*Committee member*

*#Attended remotely*

### CSDNB Staff Present

Ms. Ann Alfano, Ms. Kristina DeNegre, Dr. Anthony Gasper, Ms. Rebecca Gonzalez, Ms. Wanda Lickwar, Ms. Maryellen Manning, Mr. Jeffrey Prokop, Dr. Nicole Sanders, Mr. Robert Smedley, Mr. Mark Spalding, Mr. Donna Swaby, Ms. Ivelise Velazquez

### New Business

#### Review and Approve Minutes from Special Personnel Committee Meeting on September 27, 2022

There were no recommended changes to the minutes from the Special Personnel Committee Meeting on September 27, 2022.

#### Review and Approve Minutes from Personnel Committee Meeting on October 24, 2022

There were no recommended changes to the minutes from the Personnel Committee Meeting on October 24, 2022.

-----

#### Review Vacancy List/Staffing Update

The Personnel Committee reviewed the current vacancy list throughout the district. Although we are struggling with recruiting, there is a shortage of people applying that can fill the positions. NBHS vacancies are down which is progress in the right direction.

-----

#### Presentation: Diversification of the Workforce: Recruitment and Retention

There was a presentation in which Dr. Sanders discussed the Equity -Diversity Policy which will employ staffing processes that support and engender racial, gender, and language diversity in its staff through recruitment, employment, training and retention of employees. It is important that children of all races, cultures, and backgrounds are provided with familiar role models in schools. The recruitment of diverse teachers and staff provides all students with a better chance of seeing themselves as part of the education system. Diversity in education provides all children with the opportunity to learn from others with dissimilar backgrounds and recognizes the value of diversity in all learning environments. The District is committed to increasing the recruitment and retention of highly qualified diverse staff. The District is committed to fostering a learning environment where diversity is encouraged and to

### New Britain Board of Education

**Gayle Sanders-Connolly – President | Merrill Gay – Vice President | Joseph Listro – Secretary**

Anthony Cane | Monica Dawkins | Anthony Kane | Matthew Marino | Annie S. Parker | Diana Reyes | Tina Santana

recruiting and retaining a workforce that reflects the diversity of our students and community. The Board is committed to hiring the best employees of all racial and ethnic backgrounds who will bring their unique talents and skills into the school system.

Dr. Sanders discussed the **Connecticut Teacher Residency Program** is an alternate route to elementary certification. The structure of the program is that a resident teacher works directly with a mentor teacher throughout the school year while engaging in coursework. **RELAY** is part time alternate route to certification program for non-certified staff members. RELAY offers two certification options, a one-year certification only program and a two-year certification and master's degree program. The district awards candidates with a scholarship to assist with tuition. The presentation is attached.

---

### **Review Memorandum of Understanding between Consolidated School District of New Britain and Local 871, New Britain Federation of Teachers to Modify Article 4:12 of the Current Collective Bargaining Agreement**

Chief of Staff, Relations and Accountability Maryellen Manning reviewed and discussed proposed changes to **Local 871, Article 4:12: Substitute Teaching**. She explained the rationale behind changing the payrate from \$40.00 per 42 minutes to \$57.15 per hour. Special Education is excluded due to the legal distinction of maintaining their IEP hours, unless it is during prep time. Ann Alfano discussed minimum impact to the budget.

*The personnel committee recommended to add the MOU between Consolidated School District of New Britain and Local 871, New Britain Federation of Teachers to Modify Article 4:12 of the Current Collective Bargaining Agreement to the Board's new business agenda for the next regular meeting in December.*

---

### **Review New Job Description and New Position Request for 1.0 FTE Climate Specialist (School- Based) for Pulaski**

Director of Talent and Equity, Nicole Sanders and Pulaski Principal, Johanna Robles, requested approval of a job description and new position request for School based Climate Specialist at Pulaski Middle School. This position will provide direct classroom support and coordination of programming to assist teachers in addressing student behavior in an effort to increase student engagement and student performance. Provide on-going professional development and training to staff related to behavior interventions, classroom management, and restorative practices. This is a non-certified position. We currently have the same position at Slade but the only difference is that position is certified. Committee members requested additional information regarding the effectiveness of having this position in the schools.

*The Personnel Committee recommended to table review of the new job description and new position request for Climate Specialist (School based) for Pulaski Middle School pending additional information.*

---

### **Review New Position Request for 3.0 FTE Campus Safety Officers for Middle and High Schools**

The Campus Safety Officers will assist with addressing school-based safety and security concerns, as well as support students' social emotional well-being. This will help the amount of kids that are able to leave the schools. These are

---

#### **New Britain Board of Education**

**Gayle Sanders-Connelly – President | Merrill Gay – Vice President | Joseph Listro – Secretary**

Anthony Cane | Monica Dawkins | Anthony Kane | Matthew Marino | Annie S. Parker | Diana Reyes | Tina Santana

ESSER funded positions that will end in June 2024.

This is a 10-month position, and the total amount for the 3 positions will be 144,330.00.

*The Personnel Committee recommended to add the new position request for (3.0) Campus Safety Officers for middle and high schools to the board's new business agenda for the next regular meeting in December.*

## Closing and Adjournment

The meeting was adjourned at 6:32 PM

---

### New Britain Board of Education

**Gayle Sanders-Connolly – President | Merrill Gay – Vice President | Joseph Listro – Secretary**

Anthony Cane | Monica Dawkins | Anthony Kane | Matthew Marino | Annie S. Parker | Diana Reyes | Tina Santana

---

**New Britain Board of Education**

**Gayle Sanders-Connolly – President | Merrill Gay – Vice President | Joseph Listro – Secretary**

Anthony Cane | Monica Dawkins | Anthony Kane | Matthew Marino | Annie S. Parker | Diana Reyes | Tina Santana