

**REGULAR MEETING  
EAST HARTFORD BOARD OF EDUCATION**

**MONDAY  
SEPTEMBER 21, 2020**

A Regular Meeting of the East Hartford Board of Education was held on Monday, September 21, 2020, in the Lecture Hall of the Connecticut IB Academy, 857 Forbes Street, East Hartford, CT.

**The meeting was called to order at 7:00 PM by Chairman Brian R. Hall.**

**PRESENT** Chairman Bryan R. Hall, Secretary Tyron V. Harris, Harry Amadasun, Jr., Vanessa Jenkins, Dorese Roberts, Tom Rup, Stephanie Watkins

**ABSENT** Marilyn Pet, Board Member  
Valerie Scheer, Board Member  
Dr. Sharon Bremner, Director of Pupil Personnel Services

**ALSO PRESENT** Nathan Quesnel, Superintendent of Schools  
Anne Marie Mancini, Deputy Superintendent of Secondary Curriculum  
Elsie Torres, Assistant Superintendent of Elementary Curriculum  
Chris Wethje, Director of Human Resources  
Ben Whittaker, Chief Operations Officer  
Roberta J. Pratt, Chief Information Officer of Information Technology

**AMENDMENTS TO AGENDA** – Yes, create a Consent Calendar under Old Business to Remove from Table and Approve Items: 1- 25.

**APPROVAL OF MINUTES**

**MOTION** By Vanessa Jenkins  
Seconded by Tyron Harris  
To approve the following Minutes:  
Regular Board of Education Meeting: August 31, 2020 at 7:00 PM  
Motion unanimously carried.

**WRITTEN COMMUNICATION TO THE BOARD OF EDUCATION** – None

**PUBLIC PARTICIPATION** – None

**INFORMATIONAL REPORTS**

**Human Resources/No Action Required**

**Chairman's Report**

**Bryan R. Hall**

Chairman Hall welcomed back the Board Members, Administration and Audience noting that the Board felt it was important that they come together in a formal setting with safety precautions in place. Chairman Hall reviewed the Covid 19 guidelines for the meeting and expressed his appreciation for adherence to these details as we continue to work through this new context.

Chairman Hall shared that the 2020 Human Resources' Summer Hiring Report is an important report for our public to watch and understand. He pointed out that EHPS' third Theory of Action: Attract and Grow a Talented and Diverse Work Force, pushes our Board to work to

attract, hire, develop and promote a talented, diverse work force for the benefit of our kids. EHPS is a state leader in terms of diversifying our work force and has had this distinction for quite some time. With this said, East Hartford is the first to acknowledge that more work remains to be done and is proud of the team in place that is committed to lead towards equity.

Chairman Hall acknowledged the Superintendent's presentation of a new proposal to create an Office for Equity and Achievement for EHPS. Over the years, East Hartford has made sure that the concepts of equity and achievement are intrinsically linked in the work we do and to see this captured in our focus on education development, family support and workforce outcome gratifying. The Administration understands the budget context and has again managed to restructure resources and talent in a way that can move this office forward without a financial impact to the Board. As Board members, we have continued to push the themes of equity and achievement as lead initiatives for our district—Chairman Hall shared his pride in this responsive effort and what this will mean for our kids and community.

Finally, Chairman Hall closed his comments by thanking the entire EHPS Staff and Faculty for the incredible efforts that have been made to move through Phases 1-3 in our ReOpening Plan. He noted that East Hartford has been a model for the state to follow and a real example of how working together works.

### **Superintendent's Report**

**Nathan Quesnel**

#### **-Superintendent's Message**

- **EHPS ReOpening Update- Phase IV**
- **Covid 19 School Closure Decision Making Process**
- **Important Announcement for Families:**

As we continue to work to keep our schools safe, Superintendent Quesnel stressed the importance of keeping children home when they feel sick. The following guidelines were provided by the CDC and are worth a reminder as we continue to move forward:

- Wear a mask
- Avoid large gatherings
- Avoid close contact (6 feet for 15 minutes or more)
- Wash your hands often
- Cover your cough or sneeze with a tissue
- Avoid touching your eyes, nose, and mouth
- Clean and disinfect frequently touched objects or surfaces such as remote controls and doorknobs
- Wear a mask and avoid close contact with people who are sick
- Stay home if you are sick. Call your doctor if you develop fever, cough, or difficulty breathing.
- If your child takes a COVID test for any reason, please remain home until the results are provided. These simple steps avoid significant challenges that occur should you find out that your child is confirmed positive.

**-Updates from the District:**

- **9/21-1/25/21:** Phase 4: Full Days of School for IPL and Remote Learners
- **10/9/20:** School Closed for Students-Professional Development for Staff
- **10/12/20:** Indigenous Peoples Day—No School
- **10/19/20:** Next BoE Meeting
- **6/8/21:** Last Day of School

**Summer Hiring Report**

**Chris T. Wethje, Director of Human Resources**

Mr. Wethje presented in detail, the 2020 Summer Hiring Report. This report included the number of Certified and Non-Certified staff added to the District. Mr. Wethje addressed the District's third Theory of Action: Attract and Grow a Talented and Diverse Work Force and the aggressive recruitment efforts in place to attract, hire, develop and promote a talented, diverse work force. Mr. Wethje noted that 36% of new certified staff hired identified as teachers of color. EHPS' rate of growth of percentages of teachers of color hired outpaces the state average by nearly 32% over 5 years.

**Year-End Financial Summary- FY 2020**

**Benjamin Whittaker, Chief Operations Officer**

Mr. Whittaker gave a detailed year-end Financial Summary for Fiscal Year 2020. Mr. Whittaker noted that budgetary savings experienced in the following areas were due to the early shut down: salaries (unfilled vacancies), substitutes, coaches, overtime, supplies, transportation, and utilities. Total savings exceeded line item overages, enabling the District to fund a \$1.086M contribution to the Town of East Hartford for the EHPS share of OPEB (retiree health benefit trust) obligations. This payment represents the contribution for FY2020 (which was not carried in the budget) as well as a pre-payment of the FY2021 obligation of \$650,000. Most importantly, **\$1,133,700 was added to the EHPS Capital Reserve Fund** held by the Town, with \$850,275 funding numerous building improvement projects and \$283,425 for Information Technology projects. After the above-mentioned year-end actions, the budget was closed with a balance of \$21.12. Looking forward, Mr. Whittaker noted that EHPS continues to be concerned about rising magnet school costs, rising SPED costs, health insurance and unemployment claims, all which can negatively impact the FY2021 budget.

**OLD BUSINESS**

**Create a Consent Calendar under Old Business to Remove from Table and Approve Items:**

**1- 25**

**MOTION**

By Dorese Roberts

Seconded by Stephanie Watkins

To Create a Consent Calendar under Old Business to Remove from Table and Approve Items: 1- 25.

Motion unanimously carried.

**To Remove from Table and Approve Policy 3541 (Transportation)**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 3541 (Transportation)  
Motion unanimously carried.

**To Remove from Table and Approve Policy 4118.112/4218.112 (Prohibition of Sex Discrimination and Sexual Harassment in the Workplace)**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 4118.112/4218.112 (Prohibition of Sex Discrimination and Sexual Harassment in the Workplace)  
Motion unanimously carried.

**To Remove from Table and Approve Policy 4118.22 (Code of Ethics)**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 4118.22 (Code of Ethics)  
Motion unanimously carried.

**To Remove from Table and Approve Policy 4140.1/4240.1\*(Compensation for Deputy Superintendent, Assistant Superintendent, Chief Operations Officer, Chief Information Officer, and Directors)**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 4140.1/4240.1\*(Compensation for Deputy Superintendent, Assistant Superintendent, Chief Operations Officer, Chief Information Officer, and Directors)  
Motion unanimously carried.

**To Remove from Table and Approve Policy 4140.2/4240.2\* (Compensation and Related Benefits for Non-Bargaining Unit Employees (excluding Superintendent, Deputy Superintendent, Assistant Superintendent, Chief Operations Officer, Chief Information Officer, Administrative Assistant to the Superintendent, Human Resources Manager, Executive Secretary to the Director of Human Resources, Purchasing Agent, Assistant Finance Director, Assistant Director of Facilities, and Directors)).**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 4140.2/4240.2\* (Compensation and Related Benefits for Non-Bargaining Unit Employees (excluding Superintendent, Deputy Superintendent, Assistant Superintendent, Chief Operations Officer, Chief Information Officer, Administrative Assistant to the Superintendent, Human Resources Manager, Executive Secretary to the Director of Human Resources, Purchasing Agent, Assistant Finance Director, Assistant Director of Facilities, and Directors)).  
Motion unanimously carried.

**To Remove from Table and Approve Policy 5114\* (Student Discipline)**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 5114\* (Student Discipline)  
Motion unanimously carried.

**To Remove from Table and Approve Policy 5132 (Student Dress)**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 5132 (Student Dress)  
Motion unanimously carried.

**To Remove from Table and Approve Policy 5145.52 (Title IX of the Education Amendments of 1972- Prohibition of Sex Discrimination and Sexual Harassment)**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Policy 5145.52 (Title IX of the Education Amendments of 1972-  
Prohibition of Sex Discrimination and Sexual Harassment)  
Motion unanimously carried.

**To Remove from Table and Approve Bylaw 9321\* (Time, Place and Notice of Meetings)**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Bylaw 9321\* (Time, Place and Notice of Meetings)  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 1212 – School Volunteers, Student Interns and Other Non-Employees**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 1212 – School Volunteers, Student Interns and Other Non-  
Employees  
Motion unanimously carried.

**To Remove from Table and Approve Temp C191250 – Visitors and Observations in Schools**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C191250 – Visitors and Observations in Schools  
Motion unanimously carried.

**To Remove from Table and Approve Temp C191330 – Use of School Facilities**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C191330 – Use of School Facilities  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 1600 – Temporary Policies and Regulations Related to the COVID-19 Pandemic**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 1600 – Temporary Policies and Regulations Related to the COVID-19 Pandemic  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 1810- Green Cleaning Program**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 1810 – Green Cleaning Program  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 3541 – Transportation**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 3541 – Transportation  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 4112.5/4212.5- Employment and Student Teacher Checks**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 4112.5/4212.5 – Employment and Student Teacher Checks  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 4118.5/4218.5 – Employee Use of the District's Computer Systems**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 4118.5/4218.5 – Employee Use of the District's Computer Systems  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 4152.7/4252.7 – Families First Coronavirus Response Act Leave**

MOTION By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 4152.7/4252.7 – Families First Coronavirus Response Act Leave  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 5113 - Attendance, Truancy and Chronic Absenteeism**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 5113 - Attendance, Truancy and Chronic Absenteeism  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 5114 – Student Discipline**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 5114 – Student Discipline  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 5131.82 – Use of Privately-Owned Technology Devices by Students**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 5131.82 – Use of Privately-Owned Technology Devices by Students  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 5131.83 – Student Use of the District’s Computer Systems and Internet Safety**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 5131.83 – Student Use of the District’s Computer Systems and Internet Safety  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 5141.31 – Health Assessments/Screenings and Oral Health Assessments**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 5141.31 – Health Assessments/Screenings and Oral Health Assessments  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 6172.6 – Credit for Online Courses**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 6172.6 – Credit for Online Courses  
Motion unanimously carried.

**To Remove from Table and Approve Temp C19 9325 – Meeting Conduct**

**MOTION** By Dorese Roberts  
Seconded by Stephanie Watkins  
To approve Temp C19 9325 – Meeting Conduct  
Motion unanimously carried.

**NEW BUSINESS**

**Review and Approval of Proposal for The Office of Equity and Achievement**

**MOTION** By Dorese Roberts  
Seconded by Vanessa Jenkins  
To approve Proposal for The Office of Equity and Achievement  
Motion unanimously carried.

**Review and Approval of the Title IV SDE Grant 2020/2021**

**MOTION** By Vanessa Jenkins  
Seconded by Stephanie Watkins  
To approve the Title IV SDE Grant 2020/2021  
Motion unanimously carried.

**Review and Approval of Change to High School Calendar**

**MOTION** By Vanessa Jenkins  
Seconded by Dorese Roberts  
To approve change to High School Calendar  
Motion unanimously carried.

**Review and Approval of the Federal Head Start Grant**

**MOTION** By Dorese Roberts  
Seconded by Tom Rup  
To approve the Federal Head Start Grant  
Motion unanimously carried.

**Review and Approval of the State Head Start Grant**

**MOTION** By Stephanie Watkins  
Seconded by Dorese Roberts  
To approve the State Head Start Grant  
Motion unanimously carried.

**Board Member Representative Reports- None**

**Questions and Concerns by Board Members – None**

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**Topics for Future Agendas**

**Tom Rup, Board Member**

Board Member Rup would like to reactivate his request for reporting from the Special Education Department.

**Adjournment**

**MOTION** By Vanessa Jenkins  
Seconded by Harry Amadasun, Jr.  
To adjourn the Regular Meeting of the Board (8:34 PM)  
Motion unanimously carried.

*Approved By Board of Education*