



Policy Committee

MINUTES

June 14, 2012

Central Office

8:15 p.m.

THOSE IN ATTENDANCE: Kristen Harmeling, Jay Hatfield, Yashu Putorti, MaryAnne Mascolo, Fred Dorsey, Jennifer Magri, Ed Strumello

The meeting was called to order at 8:30 p.m.

1. Election of Chairperson

Ms. Mascolo called for nominations for the chairperson of the Policy Committee. Mr. Putorti nominated Kristen Harmeling. Ms. Mascolo called for any other nominations and there were none.

Vote to election Kristen Harming chairperson of the Policy Committee

SO VOTED

AFFIRMATIVE: Mr. Putorti, Ms Harmeling

OPPOSED: Mr. Hatfield

2. Discussion and possible action upon Policy Acceptance procedure

There was a brief discussion regarding the procedure that should be followed when the Policy Committee recommends approval of a policy by the board. All agreed that the board should review the policies and if they feel ministerial changes are needed to contact the Superintendent prior to the meeting to discuss such changes. If changes are recommended during the meeting, the motion is amended to include the recommended changes.

3. Review of Revisions and Possible Action on the following policies:

a. Regulation # 6154(a) – Homework

MOTION: (Mr. Hatfield/Mr. Putorti) to accept the changes to Regulation 6154(a) – Homework and recommend it to the full board for approval

SO VOTED

AFFIRMATIVE: Mr. Hatfield, Mr. Putorti, Mr. Harmeling

Mr. Hatfield asked that item 3c be moved up on the agenda and be discussed next.

c. Policy #5114 Student Discipline

Mr. Hatfield asked about the difference between using the Board of Education members or a hearing officer and what the pros and cons are of using a hearing officer.

Mr. Dorsey said that the pros of having a Board Officer are you don't have to get the board together for hearings (In cases of stipulated agreements, Mr. Dorsey has served as hearing officer in some districts, to avoid having to get the Board members together again.) Another pro is that for small communities where everyone knows each other and the Board members may have a conflict for serving during the hearing. Mr. Dorsey indicated the biggest "con" is that the Board loses control over the decision making ability.

MOTION: (Ms. Harmeling/sec., Mr. Putorti) to accept the Policy #5114 Student Discipline and recommend it to the full board for approval.

SO VOTED

AFFIRMATIVE: Mr. Hatfield, Mr. Putorti, Mr. Harmeling

b. 2000.1(a-d) Regulation – Board – Superintendent Relations

Ms. Mascolo refreshed everyone's memory and indicated our charge was to look specifically at the hiring of personnel section of the regulation and Mr. Garofolo asked to make some changes to other sections of the policy. Ms. Mascolo asked Mr. Dorsey if the changes were ok and he indicated the changes do not present any legal changes. Mr. Hatfield asked whether the changes are state mandated or recommended by CAGE. Mr. Dorsey said many of these responsibilities are state mandated and went through the policy indicate which sections are state mandated. Mr. Hatfield asked about the legal references and Mr. Dorsey answered that regulations do not have legal references. There was discussion regarding the Superintendent's authority to hire personnel. Mr. Hatfield indicated a concern that we are removing the checks and balances if we remove the board's approval of hiring. Ms. Mascolo indicated that she believed the issue with the hiring policy was due to Mr. Stanek's belief that as a Superintendent she did not hire enough Seymour people. She indicated that every year since she has been Superintendent she presented the fact that overwhelming our employees are from Seymour. She also indicated that each year the target changes; first the target was all Seymour employees, then it became how many administrators had Seymour ties and just recently the target has become how many certified staff are from Seymour. She continued to say that the definition of a Seymour "person" is also unclear. Is a Seymour person someone who actually lives in Seymour, or someone who graduated from Seymour High School or someone who still has immediate family in Seymour? The change in the hiring policy was recommended by the Policy Committee in 2010 for which Mr. Stanek was a member. Then just recently Mr. Stanek noted that of the last thirty hires from 2009 to 2011, there were few Seymour residents. Mrs. Mascolo shared the data with the Policy Committee. Of the last 30 hires; 13 of the hires were from shortage areas as designated by the State of Connecticut or 43% of the hires were in shortage areas. Some of the shortage area positions only received a handful of applications and no Seymour residents were included in the candidate pool. During that period Seymour hired for 5 elementary positions. On the average the district receives two to three hundred applications per elementary position. Of the 5 elementary hires, 2 of the elementary hires had Seymour ties or 40% of the elementary hires were considered Seymour people. Again the district receives hundreds of applications for Social Studies positions, of the two Social Studies positions; one of the hires was from Seymour or 50% of the hires for the Social Studies positions were from Seymour. The other Social Studies hire was from Shelton.

Ms. Mascolo stated that 147 applications were reviewed for the Social Studies position and the best candidates got the job. The administrators, not the Superintendent choose the teaching candidates. The Superintendent makes sure credentials are in place and insures they are placed on the correct step.

There was some confusion with policy #4111. Mr. Dorsey said we have two policies with regard to recruitment and hiring practices that are different and we must choose which practice we want to follow.

MOTION: (Mr. Putorti/sec., Mr. Hatfield) to table Regulation #2000.1 a-d

SO VOTED

AFFIRMATIVE: Mr. Hatfield, Mr. Putorti, Mr. Harmeling

The Policy Committee directed the Superintendent to check with CABA on this policy so that they can have a better starting place to make changes.

4. **Chairman's Report**

None

5. **Superintendent's Report**

None

MOTION: (Mr. Hatfield/sec., Mr. Putorti to adjourn

SO VOTED

AFFIRMATIVE: Mr. Hatfield, Mr. Putorti, Mr. Harmeling

Submitted by:
MaryAnne Mascolo