

**MINUTES OF MEETING
EDUCATION COMMITTEE
July 24, 2023**

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(Meeting starts at Time Code 01:38:40)

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A meeting of the Education Committee was held on Monday, July 24, 2023. This was a hybrid meeting held both in person and electronically via Zoom. The meeting was called to order at 8:26 P.M. by Vice-Chair, Katie Kiely.

MEMBERS PRESENT: Katie Kiely, Vice-Chair; Abdul Osmanu; Ted Stevens; Cory O'Brien

MEMBERS ABSENT: Lesley DeNardis, Chair; Bob Anthony; Jeron Alston

PUBLIC INPUT: None

The following items were addressed:

1. Agreement between the Hamden Board of education and The Association of Hamden Public School Administrators (Administrators Union)

-- Moved by Ms. Kiely, seconded by Mr. Osmanu. DISCUSSION: Ms. Kiely stated she will abstain from tonight's discussion and vote, as well as commenting, and she will read the agreement after Council's vote.

(Introduced as Natalia) she explained there weren't many changes made to the contract, but a few important ones. For appropriate pronoun usage they've replaced all pronouns of his/hers with gender neutral language. Secondly, they changed the way admins seek approval for more than 3 consecutive days off and now need superintendent's approval. Third, they created a Juneteenth holiday. They also reduced payment for vacation day accruals from 35 to 25. Fringe benefits increased cost share by 1/2 a percentage each year. They increased medical benefits and got rid of BC BS Century Preferred because it's no longer offered. The excise tax of the Affordable Care Act was done away with, and they removed all the language. Removal of the language regarding administrator exchange program and paying abroad. The general wage increase is 2% for each year which is lower than the average wage increase for administrators for the 22-23 season which are 2.68%, 2.62%, and 2.54%. The aggregate cost of the contract for salaries over 3 years is \$143,000 and step cost is minimal at \$11,000 because there's not a lot of people moving up steps.

Mr. Farmer asked how many are in the bargaining unit. Superintendent Highsmith said he believes 35. Mr. Farmer asked about the holiday Eid. Mr. Highsmith said they do not get that holiday. Mr.

Farmer asked if this includes HCLC. Mr. Highsmith said yes. Mr. Farmer asked how many people are on Step 3. Mr. Highsmith said a majority of them, maybe 5 or 6 who aren't. Mr. Stevens asked about the differences in percentages of the 2% and 2.68% referred to earlier. Natalia explained the 2.68 was the State's average.

Mr. Osmanu asked about Article IVB - Administrative Reduction in Force in regard to the possibility of downsizing the Board of Education and if there was any concern of information and parts of the contract being adequate without any worries of contract violation. Mr. Highsmith said not one concern, the language is tight and rock solid.

A vote was taken and the item passed with 1 abstention (Kiely)

There being no further business, the meeting adjourned at 8:43 P.M.

Respectfully submitted,

Kim Renta, Clerk
for Katie Kiely, Vice-Chair