

**CHESHIRE BOARD OF EDUCATION**  
**MINUTES OF THE PERSONNEL COMMITTEE MEETING**

Held Virtually via YouTube Live Stream

October 14, 2020– 6:30 PM

Public access made available through live streaming via Cheshire Public Schools YouTube Channel at [www.youtube.com/cheshirepublicschools](http://www.youtube.com/cheshirepublicschools). Public comments were accepted at [CPSCovid19@cheshire.k12.ct.us](mailto:CPSCovid19@cheshire.k12.ct.us).

Committee Members Present: Tim White, Chair; Anthony Perugini, Anne Harrigan

Administrators Present: Jeffrey Solan, Ed.D., Superintendent of Schools

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**1. CALL TO ORDER – 6:30 P.M.**

Mr. White called the meeting to order and led the group in the Pledge of Allegiance to the Flag.

**2. Discussion regarding Superintendent’s Goals**

Mr. White stated the purpose of this meeting is to discuss the Superintendent’s Goals for this school year. He asked the Superintendent to provide an overview of his goals.

Dr. Solan said during this pandemic, the number one priority is the safety for our students and staff. His three drafted goals are: Social Emotional Learning - working on diversity, equity and inclusion; Community Communications – surveying parents and the district website; and Vision and Goal Setting – an initiative that will be in concert with the community.

Mr. Perugini asked where in these goals can the Board measure how effective instruction is being delivered during this pandemic. Dr. Solan responded that they could measure how well students performed in PSAT and SAT testing versus the past learning models. They could also look at exam scores. He said because the entire Nation is going through this pandemic, we can still compare our student achievement against other districts. Mr. Perugini said he is looking for something more than test scores. Dr. Solan said they have been, and will continue to survey students and parents. Ms. Harrigan said maybe there needs to be something in the social-emotional goal other than diversity and inclusion, we also need to revisit emotional wellbeing.

Mr. White asked if we the Superintendent might create a metric to give information to parents, such as a syllabus, that will list what a student is supposed to learn and on what dates. He is looking for a way to increase parent’s confidence that students are getting through all of the material they are supposed to even with remote learning. Dr. Solan responded that there is an expectation that students are doing work even when they are not attending the class remotely. Teachers are assigning work that needs to be done, such as independent reading. He and Principal Gadd have been working on ways to do more synchronous learning.

The Committee discussed each of the goals as SMART (Specific, Measurable, Achievable, Relevant, and Time-bound.) For the SEL Goal, the Superintendent will have a plan by the end of the school year. Regarding Community Relations, the website is scheduled to be completed on February 1 and Dr. Solan will begin work on the surveys. Mr. White suggested that Vision and Goal Setting goal be postponed because it needs to be done with a great deal of community involvement and the pandemic does not make that possible right now.

Mr. White brought up school climate and asked if that should be included in the Superintendent's goals. Dr. Solan replied that there have been very few disciplinary issues right now because students are socially distanced not only in the classrooms but also on the bus. He said the social-emotional part of his goals would certainly be addressing school climate.

**3. Discussion regarding the Contract between The Cheshire Board of Education and Cheshire Administrative Personnel (CAP).**

Dr. Solan gave the committee an update on union negotiations for the administrators. He said they have reached what he thinks is a very fair settlement. He provided an overview of the wage increases and changes to medical benefits.

**4. Discussion regarding the Contract between The Cheshire Board of Education and Education Association of Cheshire (EAC).**

Regarding the teachers' contract, they have come to an agreement through mediation. The attorneys are drafting a contract that will go to the bargaining group and once ratified it will come to the Board. He said Mr. Perugini, Ms. Hallen and Mr. Grippo were part of that process.

**5. Adjournment**

There being no further business, the meeting was adjourned 7:45 p.m.

Respectfully submitted,

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Timothy White, Chairman

Attest:

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Carol Jesensky, Board Clerk

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