

**CHESHIRE BOARD OF EDUCATION
MINUTES OF THE
PERSONNEL COMMITTEE MEETING
Humiston Board Room
March 5, 2020**

Committee Members Present: Timothy White, Chair; Anthony Perugini, Anne Harrigan (6:55)
Administrators Present: Jeffrey Solan, Superintendent of Schools; Marlene Silano, Assistant Superintendent of Schools

I. CALL TO ORDER – 6:30 P.M.

Mr. White called the meeting to order and a quorum was determined.

II. DISCUSSION

A. Nepotism

Mr. White asked for background on the Nepotism Policy that was revised in December 2019. Mr. White read an email from the Superintendent that explained that the policy was updated, per the request of the Board of Education, to include language regarding employees reporting to family members. As a result of the revision with no grandfather clause, two coaches resigned and one teacher was reassigned to a different building. Mr. White said he does not think it is appropriate for employees to hire their own children and pay them with public funds. Mr. Solan noted they were hired and resigned under the old policy. Mr. White asked how he can get comfort that the evaluations were fair. Superintendent responded because that staff are professionals. Mr. Perugini noted he can see where there could be concern. Mr. Solan explained the new policy. Mr. Perugini said it has been about a year since it was put in place. He suggested that it be reviewed again in the future.

B. Superintendent SMART Goals – Status Update.

The Superintendent reviewed his SMART Goals (presentation on file) as previously discussed with the Board in January. Mr. Perugini said it has been three months and they are looking for an update. Mr. Solan reviewed the district's record high achievement this year and his focus on social-emotional learning and complex thinking. He reviewed instructional rounds and reported that staff are continuing their work on the new district website to support communication.

C. Review of the March 18, 2019 BOE Meeting

Superintendent reviewed that at that meeting, there were 28 speakers; 12 expressed bullying concerns, of those, 6 had occurred within the prior 2 school years. Since the meeting, there has been significant training and community education. A District Safe School Committee, which includes parents, has been formed. The Superintendent reviewed the numerous ways in which the two complaints of lack of transparency and lack of communication have been addressed. Mr. Perugini said he will speak to the full Board about the possibility of providing another survey for parents to complete.

D. Coaching Responsibilities

Mr. White asked if the coach's job description includes any advocacy for a student who may want to get either a free ride to college or at least subsidize. Mr. Solan apologized that he did not have that information, but he did share that on the Cheshire High School webpage, there is a robust athletics page which includes a great deal of information including the hiring of coaches. Mr. Perugini asked about the captain selection process and also said there are parents of children who are graduating and want to play sports in college. He asked what kind of support those families can expect from the Athletic Department. Superintendent Solan answered that the college coach is usually the one who reaches out the high school coach. Coaches generally ask seniors if they are interested in playing sports in college and then they can share that information with colleges. The collegiate coach normally has his or her own process for recruiting athletes.

Mr. White asked about captain selection. He said he received information that captains can be chosen by either peer selection, coach selection or a combination of both, but it is most often by peer selection. Team members select two captains and the coach selects a third, but that athletes should not be made aware of who selected each captain to avoid the appearance of a coach's favorite. Mr. White said this does not make sense and that they should be more transparent rather than secretive. Mr. Solan said the concern is that players might think one player is getting more playing time because they are a favorite or because they are more popular. Mr. Solan said all three are captains; how they got there is not important. Mr. Perugini said that most of the players and parents feel differently; the kids can handle the truth and it should be a more transparent process.

III. ADJOURNMENT

On a Motion by Mr. Perugini and seconded by Ms. Harrigan, the meeting was adjourned at 7:35 pm.

Respectfully submitted,

Timothy White, Chairman

Attest:

Carol Jesensky, Board Clerk

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