

Personnel Committee
of the Hamden Board of Education
60 Putnam Avenue
Hamden, CT 06517

MINUTES
March 31, 2022
Virtual meeting

CALL TO ORDER AND ROLL CALL

Chairperson Reuel Parks called the meeting to order at 6:05 p.m.

Committee Members Present: Reuel Parks (Chairperson)
Siobhan Carter-Davis
Dr. David Lee Asbery

Staff Present: Jody Goeler, Superintendent
Gary Highsmith, Assistant Superintendent for Human Resources
and Administration

Information Items

1. Gary Highsmith discussed a reorganization of the workflow and assignments in his office to better meet the increasingly diverse responsibilities in his office. Last year, one personnel assistant retired, and this year the second personnel assistant retired. Changes in assignment will be accompanied by a difference in salaries for each position, but such differences are not expected to result in an increase in the overall salary allotment for the personnel assistants in the office. The office will have a Human Resource Specialist and two (2) Personnel Assistants who will be cross-trained in all aspects of Human Resources. The Specialist will directly supervise the Personnel Assistants.
2. Jody began the discussion regarding administration's exploration of changes to our current secondary alternative programming. Currently, students in grades 10-12 who are in our alternative program attend HCLC. It is important to view our current review of alternative programming from a programmatic standpoint in order to provide certain types of opportunities for our students.

Wintergreen is being sold and the School's Director- Jon Pearce is moving on to another career challenges so we continued our discussion about what makes this program an alternative. The challenge is to provide vocational programs and school-career opportunities because if we continue to provide the same programming and use the same approach then what is different?

There has been some communication with ACES. There isn't a way to do this cheaply and instead of funding this through our own operating budget, we can have a service provider like ACES run it through a tuition-based arrangement. What makes this prospect worth investigating further is the broad range of opportunities and programming.

Dr. Asbery asked if ACES was also excited. Jody replied that ACES staff are experts in school-to-career and vocational programming and that if our students at Hamden High School have opportunities in HECA for advanced manufacturing and certifications in other areas that could lead to middle-class jobs, then our students in the alternative program should have the same opportunity.

Siobhan inquired about the timeline for implementation, and Jody informed the committee that, though ambitious, we expected to implement it in the fall of this year.

Dr. Asberry inquired as to whether or not there would be a stigma with students attending an alternative program. Jody responded that this would be a bridge program.

3. The review of the "minority recruitment and retention plan" began with revisiting the Vision and Theory of Action. Siobhan mentioned that there should be consideration of a mentoring program for teachers BIPOC faculty to work together, especially in their first year.

Dr. Asberry stated these recruitment efforts should have a significant budget so that potential teacher hires can be offered some sort of incentive such as if they stay with the district for three years, e.g. like they get a \$10,000 bonus or provide moving expenses if they come from another state. He stressed the importance of being different and creative. He then suggested estimated figures of either \$200,00 or \$300,000.

Siobhan stated that we should be deliberate about who we reach out to and that we should consider using the term BIPOC instead of "teachers of color."

Reuel asked how we gauge if we are diversifying? We want the teaching staff to reflect the population they teach.

Siobhan stated that she has a Hamden- HBCU network contact and that she would be passing the contact information along to Gary.

Jody stated that once we get this year's budget, we can talk with the Mayor to see how the Town and the Board can work together to provide new hires that will diversify the teaching staff.

Siobhan made a motion to table the approval of the Minority Teacher Recruitment Plan until the next personnel committee meeting. The motion was seconded by Dr. Asberry.

4. Siobhan made a motion to adjourn at 7:47 p.m. The motion was seconded by Dr. Asberry.
5. The meeting was adjourned at 7:47 p.m.