Minutes
Regular Meeting of the Region 14 Board of Education
Monday, May 5, 2025; 6:05 p.m.
(Immediately Following District Meeting on Budget)
Mitchell Elementary School
Flanders Room
OFFICIAL MINUTES – BOARD APPROVED – MONDAY, JUNE 2, 2025

Present:
Jim Crocker, Chairman
Chris Matta
Carol Ann Brown
Alice Jones
Michael Carbonneau
Caren Lipinski

Absent:
Tikva Rose
Chris Griffin

Also Present:
Brian Murphy, Superintendent
Tina Tanguay, Director of Finance and Operations

I. Call to Order
Chairman Crocker called the meeting to order at 6:05 p.m.

II. Approval of Minutes
A. Regular Meeting, Monday, April 7, 2025
A motion was made by Jim Crocker and seconded by Carol Ann Brown to accept/approve the minutes as presented, all in favor, none opposed, motion carried unanimously.

III. Superintendent's Report
A. Student Representatives' Reports: No Report
B. TAG/National Geography Bee Regional Winner
- The Superintendent introduced Benjamin Harrison, a 5th grade student at Mitchell Elementary School, who won the national geography bee regional finals
- Benjamin completed three challenging qualifying rounds with buzzer-based questions on countries, cities, and industries
- Allison Loiseau, Benjamin's talented and gifted teacher, was acknowledged for her leadership and guidance

C. Region 14 Staff Appreciation
- The Superintendent recognized team members who wake up at 3:30 AM during inclement weather to assess conditions
- Team members recognized included:

The Regional School District 14 Board of Education does not discriminate on the basis of race, color, religion, marital status, national/ethnic origin, age, sex, gender identity or expression, sexual orientation, or disability in its programs, activities, and employment practices as set forth in compliance with the Office of Civil Rights, Title VI, Title IX, and Section 504. Any person having inquiries concerning Regional School District 14 Public Schools' compliance with Section 504, Title VI or Title IX should contact Dina Ericson, Director of Student Services, Regional School District 14, 5 Minortown Road, PO Box 469, Woodbury, CT 06798 (203) 263-6356

- Jon O'Neill - Public Works Director from Bethlehem
- Rich Lamont - Public Works Director from Woodbury
- Tina Tanguay - Director of Operations and Finance
- Mike Molzon - Director of Facilities
- Maggie Gildea - District Data Specialist
- Patricia Paige - Administrative Assistant to the Superintendent

- The team was praised for keeping students and staff safe during inclement weather events

IV. Committee Reports

A. Policy Committee

On a recommendation by the Policy Committee to approve the following polices, second read, action anticipated.

1. Policy 4111/4211 Recruitment and Selection
   A motion was made by Chris Matta and seconded by Jim Crocker to accept/approve Policy 4111/4211 Recruitment and Selection as presented, all in favor, none opposed, motion carried unanimously.

2. Policy 4134 Tutoring
   A motion was made by Chris Matta and seconded by Jim Crocker to accept/approve Policy 4134-Tutoring as presented, all in favor, none opposed, motion carried unanimously.

V. Board Chair Comments

Chairman Crocker expressed his appreciation to the staff for their dedication, experience and commitment
Region 14 continues to focus on the four pillars – safety, communication, budget, and academic performance
Two major on-going projects – policy and curriculum

Superintendent Murphy English SAT Scores for students in grade 11 went up 13% percentage points from last year

Chairman Crocker announced that the Board will be creating an Ad hoc Committee, Government Funding, to address Agriscience Funding. Committee Members will consist of Jim Crocker as chair of the committee, Chris Matta, Alice Jones, and Carol Ann Brown. Region 14 representatives will include Superintendent Murphy, Principal Kuslis, Director of Finance and Operations Tina Tanguay, Agriscience Director Lee McMillan.

VI. Privilege of the Floor

There was none

VII. Old Business

There was none

VIII. New Business

A. Discussion and possible action on ratification of the following Region 14 bargaining agreements (Executive Session Anticipated):

1. Collective bargaining agreement between the Nonnewaug Regional School District No. 14 and Teamsters Local Union No. 443 International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and helpers of America covering the period of July 1, 2025 through June 30, 2029.

2. Collective bargaining agreement between the Nonnewaug School District #14 and the Local 1303-247 of Council #4 AFSCME, AFL-CIO; Nonnewaug School Nurses for the period of July 1, 2025 to June 30, 2029.

3. Collective bargaining agreement between the Regional School District No. 14 Board of Education and the Nonnewaug Instructional Support Union Local 1303-443 of Council 4, AFSCME, AFL-CIO for the period of July 1, 2025 to June 30, 2029.

Executive Session

A motion was made by Jim Crocker to enter into Executive Session for the discussion/ratification of the Region 14 Bargaining Units as presented, seconded by Alice Jones, all in favor, none opposed; the Board invited Superintendent Murphy and Tina Tanguay and entered into the Executive Session at 6:27 p.m.

Public Session

The Board returned to Public Session at 6:47 p.m.

Motions

(Custodial Contract)

- Jim Crocker moved that the Region 14 Board of Education ratify the proposed collective bargaining agreement between the Nonnewaug Regional School District No. 14 and Teamsters Local Union No. 443 International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and helpers of America covering the period of July 1, 2025 through June 30, 2029, seconded by Alice Jones, all in favor, none opposed, motion carried unanimously.

- Jim Crocker moved that the Region 14 Board of Education authorize the Board Chair to sign said agreement, subject to any further necessary legal review, seconded by Caren Lipinski, all in favor, none opposed, motion carried unanimously.

(Nurses' Contract)

- Jim Crocker moved that the Region 14 Board of Education ratify the proposed collective bargaining agreement between the Nonnewaug School District #14 and the Local 1303- 247 of Council #4 AFSCME, AFL-CIO; Nonnewaug School Nurses for the period of July 1, 2025 to June 30, 2029, seconded by Michael Carbonneau, all in favor, none opposed, motion carried unanimously.

- Jim Crocker moved that the Region 14 Board of Education authorize the Board Chair to sign said agreement, subject to any further necessary legal review, seconded by Caren Lipinski, all in favor, none opposed, motion carried unanimously.

(Instructional Assistants' Contract)

- Jim Crocker moved that the Region 14 Board of Education ratify the proposed collective bargaining agreement between the Regional School District No. 14 Board of Education and the Nonnewaug Instructional Support Union Local 1303-443 of Council 4, AFSCME, AFL-CIO for the period of July 1, 2025 to June 30, 2029, seconded by Caren Lipinski, all in favor, none opposed, motion carried unanimously.

- Jim Crocker moved that the Region 14 Board of Education authorize the Board Chair to sign said agreement, subject to any further necessary legal review, seconded by Carol Ann Brown, all in favor, none opposed, motion carried unanimously.

B. Region 14 School District Pension Plan Discussion (Action Anticipated)(Public Session)

Motion (Region 14 Pension Plan)

Whereas, Regional School District No. 14 (hereinafter called the Employer) adopted a document entitled "PENSION PLAN FOR REGIONAL SCHOOL DISTRICT NO. 14' effective July 1, 1972, as amended and restated effective July 1, 1983 and as further amended and restated via an Adoption Agreement, dated July 1, 2010; and

Whereas, Section 8.1 of said Plan provides that the Employer shall have the right to amend said Plan at any time, and

Whereas, the Employer now desires to amend said Plan;

Now therefore, **Jim Crocker moved that** said Plan is amended effective June 30, 2025 by

deleting Section 1.22 and substituting the following:

Eligible Employer shall include any person who is not a teacher or certified school administrator and who is 1) a non-certified employee who was hired on or before June 30, 2025 and either a) works at least 10 months per year or b) is an hourly employee who works at least 7 hours per day and 52 weeks per year. Eligible employee shall not include any person whose job description, contract or collective bargaining agreement specifically excludes participation in this plan or who works less than 1,000 hours per year, **seconded by Caren Lipinski**, all in favor, none opposed, motion carried unanimously.

C. Superintendent's Evaluation/Employment (Executive Session Anticipated/Action Anticipated)

Executive Session

A motion was made by Jim Crocker and seconded by Chris Matta to enter into Executive for the purpose of discussing the Superintendent's Evaluation/Employment, all in favor, none opposed, motion carried unanimously. The Board invited Superintendent Murphy into Executive Session at 6:55 p.m.

Public Session

The Board returned to Public Session at 8:40 p.m.

Motions

Jim Crocker moved that the Board of Education appoint Superintendent Brian Murphy to a new three year term of employment as Superintendent of Schools, and offer him a new contract as presented to the Board, commencing on July 1, 2025 and ending June 30, 2028, seconded by Caren Lipinski, all in favor, none opposed, motion carried unanimously.

Jim Crocker moved that the Region 14 Board of Education authorize the Board Chair to sign said contract, subject to any further necessary legal review, seconded by Alice Jones, all in favor, none opposed, motion carried unanimously.

IX. Other Business

There was none

X. Adjournment

A motion was made by Jim Crocker to adjourn the meeting, seconded by Mike Carbonneau, all in favor, none opposed, the meeting adjourned at 8:45 p.m.

Respectfully Submitted,



Patricia Paige
Board Clerk
Recorded and filed subject to Board of Education approval by: Patricia Paige, Board Clerk
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