

## Minutes – For BCCS Board of Directors Meeting, December 15, 2021, held virtually via Zoom

Meeting called to order at 5:38 pm by Annie Scott

In Attendance:

Board: Anthony Gay, Charles Heaven, Jeanine Pocoski, Ana Rosa, Annie Scott, Lauren Stumpf

Staff: Nancy Landona, Katie Parente, Barbara Ruggiero, Lily Zhao

Guest: Laura Callachan

Absent: Don Thompson, Maria Vega

Public comments: None at this time.

Consent Items:

- Minutes from November meeting
- Financials from October 2021

Motion to approve consent items: Ana Rosa; 2<sup>nd</sup> – Lauren Stumpf. Approved

Governance:

- BCCS Faculty / superintendent designee board members will be invited to join in January 2022 meeting.
- Discussed the option of board members meeting in person with a virtual option in January.

Director's Report:

- Personnel policies:
  - As BCCS has grown, an HR company was brought in and the need to be firmer in regards to policies.
  - 90-day probation period for new hourly staff, no pay for sick-only what you worked. Benefits kick in the 1<sup>st</sup> of the month after 30 days of employment for vacation time, snow days PTO.

Propose holidays/vacation days be paid after 30 days from the employee's start date.

Propose policy change of current 10 sick days / 1 personal day to 12 paid time off days.

Carryover remains at 30 days limit.

Approve Employee Handbook Policy update: Approved

- Facilities:
  - Boiler will be replaced over vacation.
  - Installing new Pergo floors in classrooms (no maintenance needed, 50-year warranty).
  - Roof/gutters estimates by January.

- Still looking around for acoustics options for the gym area.
- Covid – school closing:
  - 20 classrooms closed due to positive covid cases.
  - School currently closed until January 3rd. Remote teaching for 5.5 days.
  - Weekly testing is offered; low vaccination rate of students.
- CPRL:
  - Implement individualized learning.
  - Able to meet with other superintendents across the state to collaborate.
  - Looking at state-wide certification policies for teachers.
  - Benefits to focus on certain issues.
- Grace Baptist Church:
  - Created a partnership with Grace Baptist Church.
  - Pastor Reed has a grant that relates into helping people access healthcare.
  - Provided some families with gift cards.
  - Mosley wants to be involved with BCCS and explore ways to interface. City setup something thru Granville to talk about careers for students in 7<sup>th</sup>-8<sup>th</sup> grade.
- Sent a letter out to the City of Waterbury Finance office with regards to Sped reimbursements.

Other business:

- None

Meeting adjourned at 7:23 pm

Next meeting Wednesday, January 19, 2022, 5:30pm

Respectfully submitted by: Ana Rosa