

These minutes were approved by Torrington Board of Education on January 29, 2020.



Torrington Public Schools

SUSAN M. LUBOMSKI
SUPERINTENDENT

SUSAN B. FERGUSSON
ASSISTANT SUPERINTENDENT

Personnel Committee Meeting Wednesday, December 4, 2019, 6:00 P.M. 355 Migeon Avenue

Minutes

1. Call to Order: 6 P.M.
2. Roll Call: Ms. Spino, Mr. Maniccia, Mr. Eucalitto, Ms. Mangan (Teacher Rep)
Also Present: Mr. Kissko, Ms. Todor, Ms. Richardson, Ms. Hoehne, Ms. Fergusson, Ms. Schulte, Mr. Arum, Ms. Klimaszewski, Ms. Fappiano, Ms. Cappabianca
3. Approval of Agenda: Mr. Maniccia made a motion to approve the agenda, second by Mr. Eucalitto. All in favor.
4. Approval of Minutes: Mr. Maniccia made a motion to approve the minutes with changes to a typo from Mr. to Ms. Richardson, second by Mr. Eucalitto. All in favor.
5. Public Participation: None
6. Discussion and Next Steps:
 - a. Teacher & Paraprofessional Attendance (if available): Not Available
 - b. Perfect Attendance Incentive: Survey sent out to district employees as to whether to continue or not. 57% responded continue, 43% responded to not continue – 275 responded to the survey Mr. Eucalitto recommended continuing the incentive through the end of 2019/2020. The committee agreed.
 - c. Teacher & Paraprofessional Substitute Fill Rates: Even though there is a 24 hour automated system, there are simply not enough teachers and paras to fill the substitute needs completely on a daily basis. It is a nationwide dilemma.
 - d. Kelly Services Report: Fill Rates have improved from 2018 and are just shy of where they were in 2017.
 - e. Vacancies – Certified and Non-Certified: No vacancies for certified personnel, 4 vacancies for non-certified of which 2 positions have interviews scheduled for next week.
 - f. Consent Agenda – Nothing to report
7. Executive Session regarding Board Evaluation: Inviting in Board members present.

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The board returned to open session at 7:28 P.M.

8. Comments for the Good of the Order: None
9. Topics for Future Meetings:
 - a. Teacher and Para Attendance
 - b. Fill Rates
 - c. Consent Agenda
10. Adjournment: Mr. Maniccia made a motion to adjourn the meeting, second by Mr. Eucalitto. Meeting adjourned at 7:29 P.M.