



## Torrington Board of Education

JOSEPH L. CAMPOLIETA  
DIRECTOR OF HUMAN RESOURCES

DENISE L. CLEMONS  
SUPERINTENDENT

### Personnel Committee Meeting Wednesday, April 12, 2017 355 Migeon Avenue

#### *MINUTES*

**Members Present:** Daniel Thibault-Committee Chair, Bill Knight

**Also Present:** Administration: Denise Clemons, Joe Campolieta  
Public: Jennifer Bartlett, Diane Greene and Tyler Young

1. Mr. Thibault called the meeting to order at 6:31 p.m.
2. Roll Call was taken.
3. Approval of March 8, 2017 Minutes: Motion to accept minutes was made by Mr. Knight and seconded by Mr. Thibault. Motion passed unanimously.
4. Additions/Resignations: The additions/resignations list was reviewed and moved to the full BOE.
5. Kelly Educational Staffing Fill Rates: The Kelly Educational Staffing fill rates were reviewed and discussed. Mr. Thibault noted that there has been improvement with fill rates for teachers. All schools were at 80% fill rates or higher for the month of February. It was further noted that this is a steady improvement from the fill rates in December and January. However, Mr. Thibault stated that the fill rates for paras is still very low. Mr. Thibault noted that the fill rates for paras at TMS and THS were in the low 40 percent range.
6. Discussion of Kelly Educational Staffing fill rates: Mr. Thibault asked Tyler Young to comment on his experience working as a substitute para for Kelly Education Staffing. Mr. Young related how he was told by Kelly that all sub paras were prohibited from substituting in self-contained programs, e.g. ABC, VOICES, etc., in the District due to Kelly Education Staffing policy. Ms. Greene and Ms. Bartlett, two paras from the ABC Program at Forbes, related how difficult it is in the program if no subs are there to fill absences due to having fewer adults in the room. Mr. Young stated that had signed on with a sub service called Delta T which provides subs for special education and self-contained rooms for other districts. He related how the training was more in-depth than that of Kelly Services. Mr. Thibault asked that administration meet with Kelly Services to discuss these issues and that administration research Delta T and any other companies that may be available for sub fulfillment.

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These minutes were approved by the Torrington Board of Education on May 17, 2017.

7. Comments for the Good of the Order: None given.
8. Topics for future meetings: Kelly Educational Staffing fill rates, Substitute Services other than Kelly that may be available, non-bargain unit employment agreements, Additions/Resignations
9. Motion to adjourn was made by Mr. Knight and seconded by Dr. Brogis. All in favor.
10. Meeting Adjourned: 6:47 p.m.