

RHTA meeting minutes

Date: April 28, 2021

Location: virtual

Time: 3:45 to 5:00

1. Presidents' report

➤ **Lori's notes from Board of Education Meeting April 22, 2021**

Special Recognition given to Shaswat Ganisshan for being an accomplished Cricket player.

Staff Resignations: Sarah Bobrow and Kim Pier

Curriculum Committee Report – A new course was approved for RHHS. It is Microsoft Office/Google Skills. New textbooks were approved for Culinary I and II at RHHS (there are no textbooks currently)

CREC Council Committee Report – on May 3rd, all staff returns to work. CREC is waiting to hear from the State Department of Education to decide if a remote option will be required.

Annual Healthy Food Certification passed 9-0.

New Policy changes were discussed and approved regarding Fund Raising Activities.

Assistant Superintendent for Curriculum & Instruction Report– Extended a complement to our staff because preliminary SAT results show gains in Reading, Writing, and Math. SBAC and NGSS will be administered this year.

Interim Assistant Superintendent for Personnel & Student Services Report – DREAM Academy extended a thank you for the new van that was purchased to enable the students to be transported to their job sites. One student participating in the work study has been hired demonstrating the success of the program. 274 Special Education students are now designated in-person showing that numbers are growing. Referrals for Bright Beginnings have increased dramatically.

To date, 162 certified teachers have been approved for work at home for 1 or more days. Vaccines are now available for the students aged 16 or older. Pfizer is the only vaccine approved for this age group. Some families are still sending students into school when they are waiting for covid test results from someone in the home. It is now allergy season therefore without a diagnosis of seasonal allergies, students will be sent home to self-isolate or get tested.

Assistant Superintendent for Finance & Operations Report – The district expects to end the year with a surplus. Outstanding Negotiations at this time are for the secretaries and paras.

Superintendent's Report – It is unknown how much or when Federal money will be awarded to Rocky Hill. At this point the plan is to place it into an account to use for Capital Improvement.

Progress is being made on culminating activities for the Senior class including Senior Awards Night (June 1st, students only in attendance), Prom (outdoor event June 5th), Graduation will be at Dunkin Donuts Park on June 20th at 11am, Senior Class Picnic (June 4th). Still working on After Graduation Event.

More students are creeping in to in-person learning from remote. It is expected that the State Department of Education will insist on districts offering a remote option. (note; while this was said at the BOE meeting, updated news is provided on the next page) There probably will not be an 8th grade graduation, but if one were to be held, it would have to be very limited.

Board Chairman's Report – Recognized Darlene Listro for diversity efforts. Recognized the efforts the district has made towards conservation in light of Earth Day. Extended a thank you for the efforts taken to get the vaccine for the 16 year old and older group.

- The State Department of Education will not require local school districts to continue remote learning this fall.

There is no current requirement under Connecticut or federal law that after the period of emergency this school year, school districts are mandated to provide all students voluntary daily access to remote learning at the unilateral request of the student/family. The requirement that school districts provide temporary remote learning opportunities for all parents and students provided in the Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together, and Addendum 1, Temporarily Opting into Voluntary Remote Learning Due to COVID-19 will no longer be in place after this school year.

At this time, DPH and CSDE do not anticipate the need to mandate, due to public health necessity, that all school districts provide an option for students and their families to opt-in to a voluntary remote option after this school year.

Although districts will no longer be required to provide remote learning, the guidance does not prevent officials from offering it. To participate in providing input on these topics, please contact Jessa Mirtle, Legal Director, at Jessa.Mirtle@ct.gov.

It was also brought up if the BOE will also revise the calendar in light of this new “reversed mandate”

- Our RHTA Survey with a went out to Mark Zito and BOE members (mailed directly to home addresses of BOE members, less one member whose address is unknown)

This survey included a cover letter that highlighted our top take aways from the survey:

- 1) Open Communication
- 2) ½ day Wednesday needed every Wednesday (not just every other Wednesday)
- 3) Maintain the original timeline about remote learning
- 4) Stricter Standards about remote learning
- 5) Acknowledge teachers’ hard work

- Unfortunately, we are only 1 of 7 districts with no Memorandum of Understanding
- Building principles at the elementary level are talking about designating teachers for groups of remote learners. It was brought up that this would greatly impact the work of specials teachers.

2. Committee News

a) Treasurer’s Report:

- Brie shared our current budget RHTA budget. We had considerably less expenditures this year. We will be voting at the May RHTA meeting for a budget approval
- Your current 2020-2021 break down of dues are CEA \$503 (up \$5 from year before), NEA \$200 (up \$3 from year before) and RHTA dues \$67. This is \$770 in total for the year.
- RHTA dues will not go up for 2021-2022

b) Grievance Report:

- No active grievances

(COMMITTEE NEWS CONTINUED)

c) Membership:

- Sarah Sherman reported that CEA is in the process of rolling out an internet-based enrollment form for new members. It should be going live any day and RHTA can use this to streamline enrollment for new teachers
- CEA will be mailing membership cards directly to members again in the fall as they received positive feedback from local associations in the state
- The final roster update for the year is due to CEA on May 1 from RHTA

d) New Business:

- 1) High School Union Committee Report: There is a newly formed committee at RHHS that meets on their own time for 45 minutes every other Wednesday in the evening. It is a building specific issues committee. There are currently 16 teachers on this committee (and growing). We have open communication with our high school administrators with whom we try to work in concert to solve some problems. Thank you to Doug and Dave who have spearheaded this committee.
- 2) Member inquiry was brought to the table to see if BOE would offer a retirement package. It has been a number of years since a package was offered to our members. There is no talk of an offer for it this year.
- 3) Professional development is needed for ECE teachers at the high school. This will be an issue that RHTA will look into.
- 4) Insurance:
 - a) RHTA asked Chuck if teachers who are currently NOT on the district's insurance and who plan to continue to elect NOT to take the district's insurance, have to complete any paperwork or sign off on any form during the open enrollment period? His response was, **“yes, teachers should complete the benefits enrollment application making the election to waive the medical/dental coverage”**.
 - b) Please use the web portal for making our benefit selections this year.
 - c) While Chuck has not sent out the numbers yet, we expect insurance costs will be increasing. When the breakdowns become available, we will let you know. This is disappointing as the Board did not go out to bid this year. It was brought up that perhaps we can form a committee to do our own research and bring them options. IF THERE IS ANYONE ON MEMBERSHIP WHO WOULD LIKE TO HELP ON THIS COMMITTEE, WE ARE LOOKING FOR INTERESTED MEMBERS. Please inform your building rep.
 - d) We ask that you go to the Informed Portal at the beginning of the year to make sure all your numbers are up to date
 - e) Insurance rate updates are on the next page:

Your HSA contribution has increased this year by 16.3%. This is what you are paying every paycheck now and what you will be paying every paycheck next year in the HSA if the below is one of your categories:

HSA single increases next year from 73.19 to 85.09 which is an 16.3 % increase (last year's increase was already 11.2%)

HSA two person increases next year from 143.46 to 166.78 which is an 16.3 % increase (last year's increase was already 11.2%)

HSA family increases next year from 202.74 to 235.71 which is an 16.3% increase (last year's increase was already 11.2%)

Your POS contribution has increased this year by in the range of 16.5% to 18% . This is what you are paying every paycheck now and what you will be paying every paycheck next year in the POS if the below is one of your categories:

POS single increases next year from 149.07 to 175.77 which is a 17.9% increase (last year's increase was already a 56.2 % increase)

POS two person increases next year from 290.35 to 342.67 which is an 18.0% increase (last year's increase was already a 56.8 % increase)

POS family increases next year from 447.91 to 521.83 which is an 16.5% increase (last year's increase was already a 49.6% increase)

This chart is how you will choose on your informed portal for the 2021 insurance rates

Benefits Coverage	Your Per Pay Period Cost	Employer Contribution
Medical Cigna HSA TCHR-Employee Only	\$85.09	\$430.60
Medical Cigna HSA TCHR-Employee + Spouse	\$166.78	\$843.99
Medical Cigna HSA TCHR-Employee + 1 Child	\$166.78	\$843.99
Medical Cigna HSA TCHR-Employee + Children	\$235.71	\$1,192.79
Medical Cigna HSA TCHR-Employee + Family	\$235.71	\$1,192.79
Medical Cigna POS5 TCHR-Employee Only	\$175.77	\$476.06
Medical Cigna POS5 TCHR-Employee + Spouse	\$342.67	\$934.90
Medical Cigna POS5 TCHR-Employee + 1 Child	\$342.67	\$934.90
Medical Cigna POS5 TCHR-Employee + Children	\$521.83	\$1,283.70
Medical Cigna POS5 TCHR-Employee + Family	\$521.83	\$1,283.70
Waive Medical-Decline Coverage	\$0.00	\$0.00

- 5) Next month's RHTA meeting will include budget acceptance and elections. Next RHTA Meeting Dates for 2020-21-All will be at 3:45 virtually on May 26th

➤ RHTA Officers for 2020-2021 are:

Co-President	Lori Cebelius (Stevens)
Co-President	Michelle Bartha (GMS)
Vice President	Kirsten Hassett (Moser)
Secretary	Adele Gali (RHHS)
Treasurer	Brie Mangiaracina (RHHS)

➤ RHTA Building reps for 2020-2021 are

RHHS Rep	Dave Fortier & Doug Russell
GMS Rep	Karla Harding & Laura Litke
Stevens Rep	Laura Montgomery & Thomas Cassello
West Hill Rep	Liz Tuttle & Marra Whaley
Moser School	Carissa Lastrina & Heidi Kokoska

➤ Other RHTA positions 2020-2021:

Grievance Chair	Doug Russell at RHHS
Membership Chair	Sarah Sherman (Moser)
Web Master	Laura Litke (GMS)