

PUTNAM BOARD OF EDUCATION

Special Meeting Tuesday, September 17, 2019 Secretary's Report

The Putnam Board of Education met in special session on Tuesday, September 17, 2019, at 6:00 P.M. in the Putnam High School Library.

Present: Carrie Blackmar, Jeannie Dodd, Michael Morrill, Christopher Steinbrick, Edward Perron, James Purdon, Marieanne Viens, Jill Zangerl
Absent: Lauren Konicki
Others: Daniel P. Sullivan, III, Superintendent of Schools; Nancy Cole, School Business Administrator

Michael Morrill called the meeting to order at 6:00 P.M.

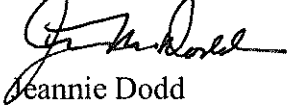
The meeting was posted as an Open Forum Discussion for Non Certified/Non Affiliated Employees to discuss concerns and fringe benefits with the Board of Education. Mr. Morrill welcomed the group and thanked everyone for their years of service and hard work for the district. The discussion was opened and the following topics were discussed:

- Long term and short term disability
- Vacation time – increasing the amount of days beyond 4 weeks by accruing 1 additional day for 16 years, 1 additional day for 17 years, etc.; allow for rolling more days; consider a payout option
- Insurance offered to retiring employees and their spouse at their own expense until they are eligible for Medicare
- Flexible time off; possibility of lump sum paid time off (PTO); enforce the rules throughout the district for the entire noncertified group; eliminate the hour increment rules associated with personal and sick time and change the time of day restrictions to eliminate the beginning of the day or end of the day rule
- Giving the option to bank or get paid for unused sick days per year, much the like AFSCME contract where the option goes for the length of the contract
- Possible use of volunteers in school offices and the central office; Board member suggested community service hours for high school students for the central office to do non-confidential jobs
- Attendance incentives for those who do not miss time from work
- Use longevity and vacation as differences for appreciation because the pay rates are the same for the position
- Not all employees feel appreciated
- Allow for summer hours
- Increase longevity pay – obtain levels quicker
- Consider adding the special education secretary and the curriculum secretary positions to the Central Office Staff with a possible monetary increment
- FRC employees need to have the same benefits as the rest of the group
- Apply same pay raises as other bargaining unit groups
- Investigate the use of comp time; give time off as a reward
- Continue to have an annual meeting with the Board of Education

Mr. Morrill summarized the major themes as longevity and appreciation. He stated that the Board will further discuss and review the above-mentioned requests and will return with information regarding them at a later date.

Marieanne Viens made a motion to adjourn. The motion was seconded by Edward Perron and passed unanimously. The meeting adjourned at 6:53 P.M.

Respectfully submitted,



Jeannie Dodd
Board Secretary