



Education Committee - Board of Representatives

Megan Cottrell, Chair

Ramya Shaw, Vice Chair

Committee Report

Date: Thursday, April 28, 2022
Time: 7:00 pm
Place: *This meeting was held remotely.*

The Education Committee met as indicated above. In attendance were Chair Cottrell, Vice Chair Shaw, and Committee Member Reps. Di Costanzo, Mays, Pierre-Louis, and Pollack. Absent was Rep. Jean-Louis. Also in attendance was BOE Superintendent Tamu Lucero; BOE President Jackie Heftman; Janeene Freeman, Mayor's Office; and two members of the public.

Chair Cottrell called the meeting to order at 7:01 pm

Item No.	Description	Committee Action
11. E31.007	REVIEW: Corrective Actions Implemented or in Progress for any Recommendations Made in Day Pitney's July 22, 2021 BOE Hostile Work Environment Investigation Report. 03/09/22 – Submitted by Rep. Di Costanzo 03/24/22 – Held by Committee	Report Made

Ms. Heftman and Dr. Lucero gave an overview on changes that have been implemented within the Board of Education (BOE) per recommendations of the report and there was discussion.

- The BOE has tried to adopt as many recommendations as possible. There is still some policy work that needs to be done.
- It is a much more collegial and respectful Board than the previous one.
- If an issue arises at a Board meeting that is considered inappropriate, Ms. Heftman tries to make a call the next day to work thru the issue before it gets much bigger.
- There have been no reports of any big problems from Central Office since changes have been implemented.
- The guidelines on school visits have been updated to be more clear. There was never an issue with BOE members visiting schools, which is part of the BOE policy. The issue was with members not following the rules during visits.
- New BOE members were assigned mentors in December.
- There have been discussions about how to improve communications, but no specific training sessions have been set up.

¹ Video Time Stamp: 00:00:30

- The Connecticut Association of Boards of Education met in person with the Central Office team. The team was provided with help for strategies on what to do if things are going the wrong way at a meeting, and how to be respectful while not putting themselves in harm's way.
- The difficulty with this issue was that it involved paid staff members and volunteer board members. There was not a clear human resource path to a resolution as there would have been if it involved only City employees. This is why it ended up with an investigation and the Law Dept. becoming involved.

22. [E31.005](#) REVIEW; Discussion of Superintendent's Contract **Report Made**
 Terms.
 02/09/22 – Submitted by Reps. Cottrell and
 Sherwood
 03/24/22 – Held by Committee

Ms. Heftman reviewed Item # 2 and there was discussion.

- The BOE feels Dr. Lucero is the right person for this position. She is very dedicated to the community and serves on many non-profit boards.
- Superintendents in Connecticut have a maximum of 3-year contracts, with triggers for extensions or new contracts.
- The average time a superintendent stays in a position is 3.5 years across the country. The BOE wanted to keep Dr. Lucero in Stamford longer than that to build for the future.
- Stamford has 23 schools, 16,600 students, 2,000 staff members and a \$307 million budget.
- Dr. Lucero's pay is in line with a neighboring district for a male member who has one quarter of the students in his district.
- The retirement portion of the contract is important because most superintendents do not stay in a district long enough to build up retirement.
- Superintendents tend to stay only 3.5 years is because usually when a new Board comes in there are disagreements on how to run things from the original board that hired the superintendent. If superintendents want to reform districts and move forward, it often becomes contentious. Many of those who stay in a district long term are just going with the flow and not fighting for what they believe is best.

Chair Cottrell adjourned the meeting at 7:49 pm

Respectfully submitted,
 Megan Cottrell, Chair

This meeting is on [video](#).