



Board of Directors' Special Meeting

December 11 2024 – ZOOM MEETING

Roll Call of Board Members:

Katherine Paulhus - Mansfield

Jennifer Beausoleil - Coventry

Michael Morrill - Putnam

Justin Phaiah - Brooklyn

Sara Kelley - Stafford

Maryellen Donnelly - Hampton

Sonia Greene - Woodstock

Barbara Riley - Pomfret

Terry Cote - Eastford

EASTCONN Employees in Attendance:

Eric Protulis

Brian Greenleaf

Carol Klemyk

Called to order at 5:17 pm by Eric Protulis

Eric and Brian presented to the Board FY25 Budget Revision Process:

- Updates on conversations with finance committee about the current year budget outlining thinking and processes
 - Priorities include a break-even budget for this year, consider impact on existing programs and minimize impact to our districts
- Working with Division Directors reviewing the current year budget – looking at both revenue and expenses
- After reviewing all the data and compiled all the information we still had a shortfall in FY25 budget of \$3.5 million.
- Looked at revenue projections in past years - saw growth in revenue but expenses rose at similar or higher rate than projected revenue
- This year, fewer vacant positions increases costs
- Discussion around transportation and the building that the department is housed in
- Debt has accrued over the past 7 years from decisions of prior administration



- Strong revenue growth but the expenditure growth was missed over the past 5-6 years; including structural flaws in the budget development such as not including the RESC fee.
 - Fell behind with ECHIP because the formulas were not calculated correctly by previous administration
- The \$1.3 million is not inclusive of the ECHIP debt – should be close to \$1m mark in January
- Action Taken:
 - Freezing Extra Duty
 - Freeze hiring; all recommendations for hire are reviewed by Eric, Brian and Melanie
 - Eliminate open positions
 - Delaying projects into next fiscal year
 - Calculate the health care costs and employee contributions and offer an equitable plan that is affordable to all employees
- Discussion items:
 - Discussed furloughs and reduction in force and other options
 - Challenges about the restructuring of the budget to create a more accurate picture
- Review of re-structuring of the Hampton mortgage
- Furlough Days and Voluntary Pay Reduction Plans
- May propose mid-year rate increases with districts

The Board went into Executive Session at 5:55 pm

MOTION: Katherine Paulhus motioned to move into Executive Session with Eric Protulis and Brian Greenleaf for the purpose of reviewing legal advice on communication related to labor negotiations and contracts

SECOND Barbara Riley

VOTE: Unanimous

ABSTENTIONS: None

Out of Executive Session at 7:36 pm

Jennifer Beausoleil motioned to Authorize the Executive Director to implement the Voluntary Reduction Plan and proposed cuts in staffing as presented by Eric and Brian

MOTION: Jennifer Beausoleil

SECOND: Maryellen Donnelly

VOTE: Unanimous

ABSTENTIONS: None