

**Berlin Board of Education**  
**Finance and Operations Committee Meeting**  
**March 7, 2024**  
**MINUTES**

In Attendance: Peter Zarabozo, Chair  
Julia Dennis  
Adam Salina

Also in attendance: Brian Benigni, Superintendent of Schools  
Jeff Cugno, Director of Operations  
Ashley Dorsey, Director of Finance  
Denise Parsons, Director of Human Resources

**I. Call to Order**

Mr. Zarabozo called the meeting to order at 7:04am.

**II. 2024-2025 Budget**

The committee discussed the BOE's presentation at the Board of Finance which took place on Wednesday, March 6, and how to prepare for the Annual Budget Hearing scheduled for Tuesday, March 26. The group also discussed potential categories to reduce if the 6.39% is not approved by the Board of Finance.

**III. Increasing Educator Diversity Plan**

Ms. Parsons presented the Increasing Educator Diversity Plan which the State of Connecticut requires full Board approval. The plan seeks to strategically increase educator diversity through effective recruitment and retention strategies. The committee discussed strategies, like tuition reimbursement for staff interested in pursuing a career in teaching and international recruitment firms, and the financial impact they will have if implemented.

**IV. Purchasing Policy**

Shipman and Goodwin recommended minor changes to the BOE's current purchasing policy. Ms. Dorsey went over the changes with the committee and recommended the purchasing thresholds mirror the language of the Town of Berlin's purchasing policy.

**V. Adjournment**

The meeting adjourned at 7:44am.

Respectfully submitted,

Ashley L. Dorsey  
Director of Finance