

**University Region Superintendents Association (URSA)
&
Northeast Region Superintendents Association (NASA)**

Summary of Regional Efforts

The following are examples of cooperative efforts / shared services currently in place in Northeast Connecticut. This information demonstrates that we are actively engaged in cooperative efforts and sharing of resources.

- As Andover, Hebron and Marlborough are small, the three School Superintendents consult annually about possible shared positions for the fiscal year for which they are preparing proposed budgets for their local Boards of Education to review. As an example of this standard practice, last year Andover realized our need for a fulltime Speech Language Pathologist had decreased, so the two Superintendents consulted and the result was sharing the position at a 60%/40% proportion. Plans include the same consultations to occur regarding areas such as Art, Music, Physical Education and Health etc.
- Chaplin, Hampton and Scotland voted on in 2017 NOT to consolidate the Pre-K to Grade 6 schools into Region 11. A subsequent vote took place in 2018 to dissolve the regional district (Region 11). The vote result was not to dissolve the Region. This is one of the few times in recent memory that voters actually voiced an opinion on the question of regionalization that is not the same as shared services.
- Mansfield has had cooperative arrangements for years. For the most part they work. A summary is as follows:
 - The Town of Mansfield, the Mansfield Public Schools and Region 19 schools share a finance department. None of us has a dedicated business manager. Our finance department does all of our budgeting, purchasing, payroll, and daily accounting.
 - They also share an IT director but each of us pays for our own IT personnel.
 - The three entities also have combined forces with health insurance and we are self-insured.
 - Town of Mansfield and Mansfield Public Schools share a custodial and maintenance department. Costs are assessed to each entity based on use (as with custodians) or shared services (equivalent assessments to each entity for maintenance).
 - Region 19 and Mansfield Public Schools share a bus contract. They also share a food services department to operate cafeterias and snow plowing.
- The town of Columbia and the Board of Education share a finance department and IT services. The town and Board of Education also have a shared agreement for purchasing fuel oil, diesel oil and electricity. The Columbia Board of Education and town have also submitted a joint proposal to install solar panels on the roof of Porter School, which will reduce costs.
- The Pomfret and Eastford school districts share a Director of Special Education. The position is .8 FTE in Pomfret and .2 FTE in Eastford.
- The Town of Willington and the Board of Education share a finance department, a human resources department, IT services, heating oil, electricity, diesel fuel (public works and school buses), cost of

generator, mowing and landscaping services, telephone and insurances (health, dental and property liability).

- Region 8, Andover, Hebron, Marlborough and AHM Youth and Family Services have their own regional health and dental insurance consortium. The membership of the consortium includes town departments, as well as Boards of Education from each entity. This consortium which is now self-funded, has been able to minimize increases in insurance costs due to its negotiating power as a larger entity.
- Lebanon is engaged in Town/Board partnerships that include: medical and dental insurance, fuel oil and gasoline. We have also collaborated on solar panel projects for Lebanon Middle and Elementary Schools as well as a cell phone tower project to be installed at Lyman Memorial High School. Plans are underway to use property at Lebanon Middle School for a Department of Public Works Facility.
- ECHIP – Eastern Connecticut Health Insurance Program (Cooperative)

The Eastern CT Health Insurance Program or ECHIP-CT is Connecticut's first employee health insurance collaborative. The ECHIP-CT collaborative was established in 2011 in response to legislation that was passed in 2010 under Public Act 10-174. This public act allows municipalities and school districts to join together in the purchase of employee health insurance benefits. ECHIP-CT launched the employee health insurance plan on July 1, 2012 and has been providing employee health benefits for the past 5 years. As of January 2018, ECHIP-CT serves the municipalities and Boards of Education in Coventry, Plainfield, Putnam and Tolland, and the Regional Educational Service Center, EASTCONN. The collaborative represents about 1,523 employees with a membership of approximately 4,500.

- Examples of other specific regional cooperative arrangements / shared services are in place within the URSA/NASA/EASTCONN geographic area as well as other regions in Connecticut.
 1. Regular transportation contracts
 2. Cooperative arrangements to transport disabled students
 3. Shared professional development
 4. Shared mentors for new certified staff
 5. Cooperative summer school programs
 6. Cooperative athletic programs (teams)
 7. Shared human resource staffing
 8. Shared food services in Columbia, Hampton, Putnam, Scotland and Brooklyn in partnership with EASTCONN have resulted in reduced administrative costs and procurement efficiencies
- Efforts currently in the planning stage after some districts contacted EASTCONN for assistance.
 1. Regional transportation contracts for both regular and special transportation
 2. Mandatory trainings for staff
 3. Business office staff
 4. Special education leadership staff
 5. Special education student evaluation
 6. Direct coaching of staff including but not limited to administrators
 7. ECHIP Lite – Similar to ECHIP (Eastern CT Health Insurance Program or ECHIP-CT). A collaborative of smaller school districts and towns that cannot absorb the “stop loss” threshold amount of ECHIP is coming together to create another health insurance collaborative.