

## Roxanne Maher

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**From:** Caitlyn Greco <cgreco4229@gmail.com>  
**Sent:** Tuesday, July 8, 2025 6:23 PM  
**To:** Roxanne Maher; boardmembers@ledyard.net  
**Subject:** Ledyard BOE & Town Council

Dear Ledyard Town Council, BOE and District Administration,

Despite town council voting to pass this year's outrageous budget, our councilors continue to point back to the BOE for this feedback. Ironically, last time my family spoke to the BOE we were told to speak to Town Council. It seems like you'd prefer not to hear any feedback from your constituents and former voters so I'm confident that Ledyard will not be making the same mistakes on our ballots this year.

I have much more feedback to provide than can fit in the three minutes you allow for public comment. Many of it has to do with the lack of professionalism and accountability from our public servants. This entire debacle of a budget was unacceptable and embarrassing for our town, but for today I will skip that and focus more on my highest priority – our schools.

I am a parent of three young boys who will all attend Ledyard Public Schools, with two currently enrolled. We have much love for each teacher we have met that is currently employed in our schools and find Mr. Westkott to be an exceptional principal. However; our district level administration is not efficient or effective and this budgeting process confirmed it.

While administration would like to blame COVID for a drop in test scores, historical data from EdSight points back to 2016 when test scores truly began to slide. This corresponds directly with Mr. Hartling's employment date. The year prior to Mr. Hartling's appointment (2015) the performance index was 64.4 for Math and 68.9 for English. By 2018 we had dropped Math and English scores to 62.9 and 65.7 respectively. Post pandemic these numbers dropped further, however; it's quite clear we had an issue with performance far before 2020.

When our administration is asked to do something – like implement STEM at an elementary level or manage their own health insurance budget, the response should be “yes, absolutely, that is my job. I make over \$200,000 annually and would like to stay in this role.” But instead, we receive an unprofessional tirade, with a million reasons why it can't be done and how doing just about anything will cost no less than \$200,000.

On the health insurance budget – our district has a well-compensated Director of Human Resources and she has not one, but two Administrative assistants associated with the department listed on the website. Beneath the Director of Human Resources job description is the bullet, “insurance and benefits” describing the job that they are hired to do. So, there should never at any time have been an additional cost pertaining to managing the benefits that should already be managed by the district's Human Resources department.

I have experience that includes working for one of the largest investment firms in the U.S., one of the largest childcare providers in the U.S., and a few smaller tech related companies. Never once have I seen a company with just a few hundred employees need three people working Human Resources, especially if they aren't handling anything related to health insurance. In fact, one of my jobs has me speak with HR executives regularly, and none of them would consider health insurance something they aren't responsible for. We can point fingers all day that it wasn't addressed by town leadership correctly, but

when it comes down to it – my boss asks me to do my job in whatever way she would like and when I’m asked to do it, I get it done without pushback or complaint because I like my job and prefer to keep it. Any sort of outburst like what our town saw in the BOE meeting would be met with a performance improvement plan at best, with termination much more likely. As the superintendent role pays more individually than over 80% of Connecticut households earn annually and the BOE was quite pleased with the quality of applicants in 2016 (a dozen total with about half interviewed), it certainly doesn’t appear that administrators are in short supply as some would have us believe. In fact, state regulations point to our ability to combine district level administration with another town for cost savings. Plenty of districts have more students with less administrative bloat, so I think our BOE would be wise to consider this as a future cost saving measure if we don’t see notable improvements in attitude and test scores by the time the contract ends.

Additionally, on STEM programming, I’d be happy to present many options to the BOE that are no cost or low cost to ensure we can roll out proper STEM in our schools. It was quite bold to ask for \$200,000 and then transition it to an elective block that students will only attend once per week. This is clearly the lowest effort option at the highest cost possible. My 7-year-old can explain basic budgeting and topics like insurance, types of insurance and how they work. He did not learn that in school, but at home sitting in front of our personal budgeting app and an Excel spreadsheet. If he can learn that from someone with zero experience teaching students, I’m confident our certified elementary educators can implement STEM as a part of daily learning. I’m willing to bet that if implemented properly, it will be enjoyable for our educators and students.

On that same note – Ledyard taxpayers have many more questions on the budget than answers. When the administration and BOE request additional funding, the taxpayers should be provided with a detailed plan with what you will do with it. Even saying that \$200,000 will cover three STEM teachers is not enough information. STEM is massive, so what will the teachers be teaching? How will this be implemented and how will we measure success? I would like to request our Board of Education to do more to see what is happening in our schools, shadow teachers, shadow administrators, fact check what you are told and stop blindly believing things based on the testimony of one administrator and a clearly corrupt political party who did not listen to their voters.

Thank you,

Caitlyn Greco

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