



## SPECIAL MEETING MINUTES

September 10, 2018  
Seymour Middle School  
6:30 pm

COPY RECEIVED  
DATE: 9/18/18  
TIME: 9:30 AM  
TOWN CLERK'S OFFICE

**BOARD MEMBERS IN ATTENDANCE:** Christopher Champagne (6:50 pm)  
James Garofolo  
Kristen Harmeling  
Jay Hatfield (6:50 pm)  
Jennifer Magri  
Fred Stanek  
Ed Strumello  
Sukhman Singh, Student Representative  
Paulina Karwowski, Student Representative

**BOARD MEMBERS ABSENT:** Edward Hendricks  
Peter Kubik

**OTHERS IN ATTENDANCE:** Michael Wilson, Superintendent of Schools  
Vonda Tencza, Associate Superintendent  
Lee-Ann Dauerty, Board Clerk  
Fred Dorsey, Board Attorney  
Eric Marshall, CEA  
Megan Krushinski

### I. CALL TO ORDER

Ms. Magri called the meeting to order with the Pledge of Allegiance and introductions at 6:31 p.m.

### II. PROTOCOL

- A. Ms. Magri said Board Attorney Frederick Dorsey will explain the grievance protocol. Attorney Dorsey reviewed the protocol for this grievance. He said this is a level 3 (Board Level) grievance which is the last local level, before this level it was the Superintendent's level. The Board will have 30 days to render its decision. If the Union is not satisfied, they can bring it to arbitration. Mr. Stanek asked if the Board would be meeting today to make a decision or wait up to 30 days. Ms. Magri said we have a Finance Committee meeting scheduled for 7:00 so it would depend on time. Mr. Strumello asked if the discussion by the Board is in executive session. Mr. Dorsey said it is in executive session because it is protected by attorney client privilege. The vote, however, is in open session.
- B. Union Grievance Presentation  
Present for the Union presentation is Eric Marshall, Attorney for CEA and Meagan Krushinski, President of SCEA. This is the opportunity for the Union to present their side of the grievance. Mr. Marshall, explained there are actually two grievances and he will present each one independently. He said each grievance has to do with contract interpretation and both are supported by long standing practice. Grievance 1 has to do with scheduling of courses for Unified Arts teachers and World Language teachers. He said since from 1981 to last year, teachers were scheduled to teach five periods a day. It is in the contract 12F4 page 24 of the current contract. The Unified Arts and World Language teachers were increased from 5-6 except for two Tech Ed teachers. Mr. Marshall said you cannot ignore the phrase "present practice". These contracts are negotiated by experienced negotiators. He said it is not a matter of discretion, the Union never agreed to a change in the contract language. He said 37 years ago the language was five periods a day, this year they were assigned six periods. If this is not resolved, the Union will move to arbitration which will result in a mid-year cease and desist and a 20% increase in 13 teachers' pay. Grievance #2 is regarding preparation periods at the high school. Prior to this school year, the high school scheduled one prep period per day. In the current contract, 12F3 each teacher shall be assigned a duty free lunch period and at least one prep period per day. This was entered in the contract at least as early as 1968. For at least 50 years, it has been in the contract. Allows for latitude and always applied to early dismissals. It has never been applied to no prep periods. It changed this year. It is not an average of one per day. The district does not get to follow this for decades then change contract language. The district is charged with complying with the language. This affects three teachers at the middle school and high school.

The elementary teachers changed to four, one per day. It changed over the last 15 years. If it was possible then, it's possible now. This is the union's position. Ms. Harmeling wanted to know why the contract doesn't say 5, why does it say 5 or 6? She said it was hard to believe there has been no teacher movement in all this time. Mr. Stanek said teaching positions are aligned with positions not individuals. Mr. Dorsey commented that grievance #2 was regarding current prep periods at the high school. Mr. Marshall said yes, it was regarding 2 or 3 teachers, all others have daily prep time. Ms. Krushinski said there were three teachers who do not have prep periods. Mr. Stanek said he would like to try and render a decision today.

**MOTION:** (Ms. Harmeling/sec., Mr. Strumello) to enter executive session to discuss a matter of litigation which is protected under attorney client privilege and invites Attorney Fred Dorsey into the executive session

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Magri, Mr. Stanek, Mr. Strumello

**Motion Passed:** 7-0

**Entered Executive Session:** 7:05 pm

**Exited Executive Session:** 7:37 pm

Ms. Magri explained that no action will be taken at this time.

III. **ADJOURNMENT**

**MOTION:** (Mr. Strumello/sec., Mr. Champagne) to adjourn

**SO VOTED**

**AFFIRMATIVE:** Mr. Champagne, Mr. Garofolo, Ms. Harmeling, Mr. Hatfield, Ms. Magri, Mr. Stanek, Mr. Strumello

The meeting adjourned at 7:39 pm.

Submitted by:  
Lee-Ann Dauerty  
Board Clerk