

**Regular Meeting
Stafford Board of Education
Stafford Elementary School
June 8, 2015, 6:30 p.m.**

Board Members Present: Mr. Tony Frassinelli
Mr. Peter Kovaleski
Mrs. Andrea Locke
Mrs. Tracy Rummel, Chairperson
Ms. Sonya Shegogue, Secretary
Mrs. Kathy Walsh

Absent: Mr. Earl Goodell

Also Present: Dr. Patricia A. Collin, Superintendent of Schools
Mr. Sam Adlerstein, Business Manager
Mr. Leonard Clark, SEAC
Mr. Devin Cowperthwaite, Supervisor of Building Services
Mr. Gene Julian, SEAC
Mr. Damian Frassinelli, Director of Athletics and Recreation
Mr. Nick Girard, Student Representative
Ms. Beth LaPane, Supervisor of Food Services
Mr. Matthew Moore, Alternate Student Representative
Miss Allison Schoolnick, Student Representative

Item I. Call to Order- Establishment of Quorum

The meeting was called to order at 6:35 p.m. A quorum was established.

Item II. Pledge of Allegiance

The Student Representatives led the Board in the Pledge of Allegiance.

Item III. Secretary's Report- Approval of Minutes

Regular Meeting, 5/18/15
Special Meeting, 6/2/15

A consensus of the Board approved the Secretary's Report for the regular meeting held on May 18, 2015, and the special meeting held on June 2, 2015, as presented.

Item IV. Treasurer's Report

Bills, 5/27/15- \$243,507.01
Grants, 5/27/15- \$12,051.65

A consensus of the Board approved the bills and grants as presented.

Item V. Correspondence

A. Board Meeting Reminder

Mrs. Rummel shared a thank you note from Ms. Carol Parker for the retirement gift.

Mrs. Rummel reviewed the Board of Education meeting reminder that was posted on the agenda.

Item VI. Board Reports

A. Report from Student Representative

Mr. Girard reported on the following topics:

- Senior Class Banquet
- Annual Top Twenty Banquet
- Thanked the Board for Support

Mr. Moore reported on the following topics:

- Yearbooks issued to the seniors today
- Thank you to the yearbook team

Miss Schoolnick

- Variety Show
- Looking forward to working with the Board

B. Budget Committee

The Budget Committee members are Mrs. Rummel, Mr. Frassinelli and Mr. Kovaleski. Mr. Goodell and Ms. Shegogue are alternates. There was no report from this committee.

C. Curriculum Committee

The Curriculum Committee members are Ms. Shegogue, Mrs. Locke and Mrs. Walsh. There was no report from this committee.

D. Policy Committee

The Policy Committee members are Mr. Goodell, Mr. Kovaleski and Mrs. Walsh. There was no report from this committee.

E. Negotiation Committee

The Negotiation Committee members are Mrs. Rummel, Mr. Frassinelli and Mrs. Locke. Ms. Shegogue is an alternate. Mrs. Locke said that the committees met, but they hit a stumbling block and are headed to mediation.

Item VII. Superintendent's Reports

A. Spring Sports Presentation

Dr. Collin stated that three times per year, sports teams at Stafford High School report on their playing season. She said that at the Board meetings on January 12th and April 27th, the coaches and team captains for fall and winter sports, respectively, were introduced by Mr. Damian Frassinelli, Director of Athletics and Recreation.

Mr. Frassinelli introduced the coaches and team captains representing the following sports: Softball, Baseball, Track, and Golf.

B. Head Start Report through May 2015

Dr. Collin stated that as reported by Mr. Adlerstein, Business Manager, the Head Start fiscal year runs from February 1, 2015, through January 31, 2016.

She said that the Head Start (Fund 150) award for the first portion of the grant year is \$52,166. Of that amount, records indicate expenditures total \$34,360.27. With \$7,411.42 in encumbrances, the balance of this fund is \$10,394.31.

Mr. Adlerstein also reports the Early Head Start (Fund 180) award for the first portion of the grant year is \$29,124. Of that amount, records indicate expenditures total \$23,642.47. With \$3,873.77 in encumbrances, the balance in this fund is \$1,607.75.

She said that in compliance with the Head Start agreement, the monthly program expense reports are presented to the Board of Education on a regular basis. In addition, the reports are periodically presented to the Head Start Parent Policy Committee, which also reviews the minutes of BOE meetings in order to stay abreast of the Board's actions.

Dr. Collin stated that she is going to check the Head Start agreement to see how often it requires that Head Start reports be made to the Board.

There were no questions or comments.

Item VIII. Public Forum

There were no comments.

Item IX. Old Business

There was no Old Business.

Item X. New Business

A. Review and Possible Approval of Solar Projects- Stafford Middle School and West Stafford School

Dr. Collin stated that the Town has been awarded Eversource contracts for Zero Renewable Energy Credits (ZRECs) for solar photovoltaic (PV) projects at Stafford Middle School and West Stafford School, as reported by the Stafford Energy Advisory Committee (SEAC).

She said that while originally considered as a location for solar projects, the roof of Stafford Middle School is not a possibility due to its age and the reparations it would require to accommodate such an installation. Due to the existence of solar arrays already installed on the roof of West Stafford School, SEAC appealed and received approval from the Planning & Zoning and the Board of Selectmen for the installation of solar PV carports at each location. According to SEAC, the Town currently has funding for the projects, which would “operate on a cash flow positive basis from inception.”

Dr. Collin reported that SEAC’s calculations indicate the solar PV carport at the middle school would “annually offset electricity costs by approximately \$15,000 and result in ZREC revenue of about \$17,000.” The Committee also maintains that the West Stafford solar PV carports would offset utility costs by approximately \$7,000 and result in ZREC revenue of about \$8,000. It is estimated that collectively, the rooftop solar arrays and carports would significantly reduce utility costs for generation, transmission and distribution of electricity.

Via the portal, Dr. Collin provided for the Board’s review illustrations of the locations and design, which were determined by the carport design committee, which was comprised of the following representatives: Mrs. Tracy Rummel, Board of Education Chairperson; Mr. Dennis Milanovich, Town Engineer; Mr. Devin Cowperthwaite, Supervisor of Building Services; Mr. Peter Kovaleski, SEAC; Lieutenant Thomas Duncan, Stafford Police Department; Dr. Collin, Superintendent of Schools and the building administrator of the respective schools.

Mr. Clark and Mr. Julian, SEAC representatives were in attendance at the meeting to respond to questions of Board members. Mr. Julian added that LED lighting and provision for cameras are also part of the carport projects. Additionally, he noted that Mr. Zulick, Director of Public Works, was involved in the conversations with regard to maintenance and plowing concerns.

Mr. Frassinelli made a motion, seconded by Mrs. Walsh, that the Board of Education approve the installation of Solar PV carports at Stafford Middle School and West Stafford School, as presented. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

B. Review and Possible Approval of Meal Price Increases for the Stafford Public Schools Food Service Program

Dr. Collin stated that the Healthy, Hunger-Free Kids Act of 2010 (PA 111-296) specifies that all school food services throughout the country that participate in the National School Lunch program provide the same level of support for lunches to students who are not eligible for free or reduced-price lunches. At its meeting on July 1, 2014, the Board of Education approved a ten (10) cent increase for lunch prices at all schools for the 2014-2015 school year.

She said that according to the USDA Food and Nutrition Service’s Paid Lunch Equity (PLE) Tool, the district’s Target Weighted Average Price Requirement for 2014-2015 is \$2.70. However, using the PLE, Mr. Sam Adlerstein, Business Manager, determined current weighted average is only \$2.38, which means that last year’s increase was not sufficient to meet this requirement. (Note: price increases are capped at 10 cents annually).

Dr. Collin stated that with an increase of 10 cents, Stafford’s weighted average is still 32 cents (12%) below the targeted weighted average price of \$2.70 for paid lunches. The table also reflects the recommended 10 cent increase to school lunch prices and no increase to school breakfast prices.

Meal Pricing Structure with Uniformed 10 Cent Increase		
Location	Current Price	Recommended Price
Stafford High School	\$2.60	\$2.70
Stafford Middle School	\$2.45	\$2.55
Stafford Elementary School	\$2.25	\$2.35
Weighted Average Price	\$2.38	\$2.48
10 Cent Maximum Increase		
Target Weighted Average	\$2.70	
Difference	\$0.32	
Breakfast (All Schools)	\$1.45	\$1.45

She said that should the Board consider contributing Non-Federal funds in lieu of increasing prices, the required contribution would be \$6,840.50 (10 cents X 68,405 of the 2013-2014 paid lunches). While there will, undoubtedly, be some concern regarding the financial burden placed on families, the Board currently does not have the funds budgeted for such a contribution. Additionally, the Board is still covering the cost of reduced-price meals. Therefore, at this time, Mr. Adlerstein is recommending a lunch price increase of 10 cents for each school for the 2015-2016 school year. He is not recommending an increase to the price of breakfast.

Dr. Collin reported that Mr. Adlerstein has determined that parents/guardians will be able to make electronic lunch payments beginning next school year. He noted that the transaction fee for this service is 4.75% and that he is in the process of researching other options, which would be at a lower cost.

Mr. Adlerstein and Mrs. Beth LaPane, Supervisor of Food Services, were in attendance at the meeting to respond to questions of the Board.

Mrs. Rummel asked for an update regarding the electronic lunch payment feature prior to the start of the school year.

Mrs. Locke made a motion, seconded by Mr. Frassinelli, that the Board of Education approve a ten (10) cent increase for lunch prices at all schools for the 2015-2016 school year. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

C. Review and Possible Approval of the Healthy Food Certification Statement for 2015 – 2016

Dr. Collin provided a copy of the Healthy Food Certification Statement via the portal, which must be approved by the Board of Education. This certification of compliance not only affects food and beverage offerings, but it

also affects serving size. In addition, such requirements impact fundraisers and foods and beverages provided for the purpose of classroom celebrations and offered during after-school activities.

The increased cost of agreeing to comply with the Healthy Food Certification program has been offset by a State reimbursement of 10 cents per lunch served in the previous year. The State provided a reimbursement to Stafford totaling \$16,436 for the 2010-2011 school year, \$16,239 for the 2011-2012 school year, \$15,453 for the 2012-2013 school year, and \$14,049 for the 2013-2014 school year.

Mr. Sam Adlerstein, Business Manager, and Mrs. Beth LaPane, Supervisor of Food Services, were in attendance at the meeting to respond to questions of the Board.

Mrs. Rummel asked Mrs. LaPane for her opinion of the value of the Healthy Food Certification Program. Mrs. LaPane stated that it is an important program for the district. Mr. Adlerstein added that this program not only helps financially, it is also climate change- the program helps students understand what a healthy meal should look like.

Mr. Kovaleski made a motion, seconded by Mrs. Walsh, that the Board of Education approve the Healthy Food Certification Statement for the 2015-2016 school year, the provisions of which are outlined in Section 10-215f of the Connecticut State Statutes. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

Mr. Kovaleski made a motion, seconded by Mrs. Walsh, that the Board of Education authorize Mrs. Tracy Rummel, Chairperson, to sign the Healthy Food Certification Statement for 2015-2016 on behalf of the entire Stafford Board of Education. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

D. Review and Possible Approval of Replacements for Existing Board Policies

Dr. Collin stated that after consultation with Shipman & Goodwin, the Administrative Policy Committee met on May 6, 2015, to review and discuss the consideration of replacement policies specific to the reporting of child abuse & neglect and nondiscrimination (Personnel and Students). The Administrative Policy Committee (APC) is comprised of the following staff: Mr. Michael Bednarz, Director of Curriculum & Instruction; Mr. Marco Pelliccia, Principal, Stafford High School; Mr. Gregory Buonome, Assistant Principal, Stafford Middle School; Mrs. Peggy Falcetta, Principal, Staffordville School; Mrs. Amy Stevenson, Director of Pupil Services and Dr. Collin, Superintendent of Schools. Subsequently, on May 15, 2015, the Board Policy Committee (BPC), comprised of Mrs. Kathy Walsh (Chairperson), Mr. Peter Kovaleski, and Mr. Earl Goodell, met to review and discuss the policies.

As a result of this process it was determined that the Board should replace three of its existing policies:

- **Policy 5141.4 Reporting of Child Abuse & Neglect**

It would be most efficient for us to replace our current Policy 5141.4 Reporting of Child Abuse & Neglect with Shipman & Goodwin's model policy (4000 series) due to the statutory changes since October 2014 and subsequent release by the SDE of a model mandated reporting policy. This policy will be replaced by Policy 4118: Personnel-Certified/Non-Certified: Reporting of Child Abuse & Neglect.

- **Policy 4118.11/4218.11 Personnel: Certified/Non-Certified: Nondiscrimination**
The text of our existing policy should be replaced with that of Shipman & Goodwin's policy. It is important to note, however, that the policy number will not change.
- **Policy 5145.4 Students: Nondiscrimination**
The text of our existing policy should be replaced with that of Shipman & Goodwin's policy. It is important to note, however, that the policy number will not change.

Both the existing and replacement policies were provided via the portal for the Board's review.

Dr. Collin said that typically, when new policies are presented to the Board of Education, the initial presentation serves as a "first reading" to allow for ample review, discussion and public comment prior to possible approval at a subsequent meeting, which serves as the "second reading." Because the policies suggested are intended to replace current policies, the presentation of these policies at this time will serve as the first reading.

This item will appear under Old Business on the July 13, 2015, Board of Education meeting agenda.

E. Review and Possible Approval of New Board Policies and Regulations

Dr. Collin stated that as discussed previously, the Administrative Policy Committee met on May 6, 2015, to review numerous policies. Subsequently, the Board Policy Committee met on May 15, 2015, to review and discuss the policies. As a result of this process it was determined that the Board should adopt three new policies:

- **Policy & Regulation 4118.12/4218.12 Personnel: Sex Discrimination and Harassment**
It is recommended that the Board of Education adopt a separate sex discrimination and harassment policy (which would be referenced by the nondiscrimination policy). The reason for this recommendation is because sexual harassment complaint procedures are more prescribed under Title IX and must include the Title IX coordinator, etc., whereas other forms of harassment still need to be investigated, but not necessarily by the Title IX coordinator.
- **Policy & Regulation 5145.6 Students: Sex Discrimination and Harassment**
In addition to personnel, the Board of Education is advised to have such a policy for students.
- **Policy & Regulation 5145.7 Students: Section 504 of the Rehabilitation Act of 1973**
We also suggest the Board of Education adopt a separate Section 504 policy (which would be referenced by the nondiscrimination policy) addressing discrimination and harassment on the basis of disability. Such a policy would cover students and staff with appropriate distinctions. Similar to sexual harassment, a separate Section 504 policy is recommended because there are distinct procedures under Section 504. In addition, the Section 504 policy contains the required grievance/complaint procedures.

Dr. Collin said that typically, when new policies are presented to the Board of Education, the initial presentation serves as a "first reading" to allow for ample review, discussion and public comment prior to possible approval at a subsequent meeting, which serves as the "second reading." Because none of these changes are suggested revisions based on legislation, the presentation of these policies at this time will serve as the first reading.

This item will appear under Old Business on the July 13, 2015, Board of Education meeting agenda.

F. Review and Possible Approval of Revisions to Recently Revised Board Policies

Dr. Collin stated that on January 12, 2015, the Board approved revisions to the following seven policies as recommended by the Connecticut Association of Boards of Education:

Policy 6111 Instruction: School Calendar;
Policy 5131.911 Students: Bullying;
Policy 5114 Students: Removal/Suspension Expulsion;
Policy 5131.6 Students: Alcohol Use, Drugs and Tobacco (including Performance Enhancing Substances);
Policy 4118.231 Personnel: Alcohol, Drugs and Tobacco;
Policy 1331 Community Relations: Smoke Free Environment; and
Policy 5141.3 Students: Health Assessments and Immunizations

She said that based upon further review, four of the seven policies were presented, again, to the Administrative Policy Committee on May 6, 2015. Subsequently, the Board Policy Committee met on May 15, 2015, to review and discuss the policies. The four policies, for which revisions are warranted, are enumerated below:

- **Policy 5131.911 Students: Bullying**
The January revision unnecessarily coupled bullying investigatory requirements with teen dating violence; in addition the date by which safe school climate plans were to be submitted to the State reflected July 1, 2014, rather than September 1, 2014.
- **Policy 5114 Students: Removal/Suspension Expulsion**
Clarifies that the Board may not waive the length of an expulsion for a student who has been expelled based on possession of a firearm or deadly weapon, clarifies that while the Board may expunge a student's record of expulsion prior to graduation (as specified in the policy), the Board may refer to the existence of an expunged record for the limited purpose of determining whether any subsequent suspension or expulsion by the student would be considered the student's first offense; and adds references to legislation.
- **Policy 5131.6 Students: Alcohol Use, Drugs and Tobacco (including Performance Enhancing Substances)**
In addition to formatting, clarifying definitions to align with legislation, and updated legal references, the policy deletes language which mandates that a staff member, who suspects student drug abuse, must immediately refer the matter to administration in order to conduct an investigation. The reason for the change is to encourage students to ask adults for help by permitting staff to maintain the confidence in certain situations as required by statute.
- **Policy 5141.3 Students: Health Assessments and Immunizations**
The Governor vetoed the proposed new grade levels specific to health screenings (Vision, Audiometric and Postural) contained in previous policy updates.

Dr. Collin said that typically, when new policies are presented to the Board of Education, the initial presentation serves as a "first reading" to allow for ample review, discussion and public comment prior to possible approval at a subsequent meeting, which serves as the "second reading." She noted that because these

changes are minor revisions to existing policies recently approved in January 2015, the Board may consider approving the nine aforementioned policies, as presented.

Mrs. Walsh made a motion, seconded by Mr. Kovaleski, that the Board approved the revised policies, as presented: **Policy 5131.911 Students: Bullying; Policy 5114 Students: Removal/Suspension Expulsion; Policy 5131.6 Students: Alcohol Use, Drugs and Tobacco (including Performance Enhancing Substances); and Policy 5141.3 Students: Health Assessments and Immunizations.** Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

G. Review and Possible Approval of Revisions to Current Board Policies and Regulations

Dr. Collin said that as discussed previously, the Administrative Policy Committee met on May 6, 2015, to review numerous policies. Subsequently, the Board Policy Committee met on May 15, 2015, to review and discuss the policies. As a result of this process, no revisions are warranted to the following policies, which are attached for the Board's review:

- Policy 4118.13/4218.13 Conflict of Interest
- Policy 4118.23/4218.23 Conduct

In addition to the aforementioned policies, the review of a number of other policies and regulations indicated that revisions are warranted. These policies are listed below with a brief explanation of the salient changes:

- **Policy & Regulation 4118.51/4218.51: Personnel-Certified/Non Certified: Social Media**
In order to further clarify the Board's obligation to regulate the use of social media which "Disparages the reputation of the school district or district employee", the following language is suggested: "Used to engage in harassing, defamatory, obscene, abusive, discriminatory, threatening or similarly inappropriate communications."
- **Policy 4117.1/4217.1 Personnel-Certified/Non Certified: Retirement-Purchase of Health Insurance**
Our policy conflicts with Section 10-183t of the Connecticut General Statutes in that health insurance shall be provided to retired certified employees (retired members of the Teachers' Retirement System). Under the Statute, retired members who are not participating in Medicare may fully participate in any or all group insurance plans maintained for active teachers by the member's last employing BOE . . . by such member, spouse, surviving spouse or disabled dependent, of the premium charged for his form of coverage." The provision is not based on a retired member's participation in Medicare nor his/her age or eligibility to participate in Medicare. The language of our policy, which applies to non-certified retired, may be retained as they are not covered by the Teachers' Retirement System.
- **Policy & Regulation 4112.5/4212.5 Personnel-Certified/Non Certified: Security Check/Fingerprinting**
Proposed revisions include additional language specific to DCF registry checks of applicants whose current or most recent employment occurred out of state, authorizing the district to access information concerning the applicant by the equivalent state agency. The revisions also include the addition of credit checks for a prospective employee for certain district positions (e.g. those with fiduciary responsibilities).

- **Policy & Regulation 1212/6162.4 Community Relations-Instruction: School Volunteers**
Recommended policy and regulation revisions also include interns and “other such non-employees working within the schools”, provides more specificity in terms of the screening process, identifies two classifications of volunteers: those who assist school staff members with school activities in the presence of a SPS employee and those who provide services to student when not in the direct presence of a SPS employee (the latter of whom are required to complete a consent from regarding the release of information concerning any prior or pending criminal offenses).
- **Policy 4118.22 Personnel-Certified: Code of Ethics**
The NAEYC Code of Ethical conduct has been reaffirmed and revised in 2011. We will need to update our appendix to reflect the most recent revision.
- **Policy 5135 Students: Eligibility to Participate in Co-Curricular/Extracurricular Activities**
Policy has been revised to clarify eligibility as it relates to academic standing and to include a statement regarding the discretionary nature of such activities (“privilege” vs. “right”) and the right of the Board or its designated officials to suspend or remove students from participation at its discretion in order to promote or maintain the safety, welfare and discipline of students and others involved in the activities.

Mr. Kovaleski made a motion, seconded by Mrs. Walsh, that the Board approve revisions to the following policies, as presented: **Policy & Regulation 4118.51/4218.51 Personnel-Certified/Non Certified: Social Media; Policy 4117.1/4217.1 Personnel-Certified/Non Certified: Retirement-Purchase of Health Insurance; Policy & Regulation 4112.5/4212.5 Personnel-Certified/Non Certified: Security Check/Fingerprinting; Policy & Regulation 1212/6162.4 Community Relations-Instruction: School Volunteers; Policy 4118.22 Personnel-Certified: Code of Ethics; and Policy 5135 Students: Eligibility to Participate in Co-Curricular/Extracurricular Activities.** Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

H. Review and Possible Approval to Repeal Existing Board Policies

Dr. Collin said that as discussed previously, the Administrative Policy Committee met on May 6, 2015, to review numerous policies. Subsequently, the Board Policy Committee met on May 15, 2015, to review and discuss the policies. As a result of this process it was determined that the Board should repeal three policies:

- **Policy 4117.41 Personnel-Certified: Disciplinary Action/Suspension/Dismissal**
This policy should be repealed from our manual since this topic is governed by teacher tenure laws (statutory) and addressed through discipline for “just cause” as outlined in the collective bargaining unit agreement.
- **Policy 4118.112/4218.112 Harassment**
With the adoption of the replacement Policy 4118.113/4218.113 Personnel-Certified/Non-Certified Sex Discrimination and Harassment in the Workplace, the Board’s existing harassment policy is unnecessary.
- **Policy 5145.5 Students: Sexual Harassment**
Although titled, “Sexual Harassment”, this policy is the Board’s existing general harassment policy. With the adoption of the new Policy 5145.6 Students: Sex Discrimination and Sexual Harassment, this policy is unnecessary.

Dr. Collin stated that typically, when new policies are presented to the Board of Education, the initial presentation serves as a “first reading” to allow for ample review, discussion and public comment prior to possible approval at a subsequent meeting, which serves as the “second reading.” Because removal of these policies is contingent on the approval of other policies, which were presented this evening as a first reading, the Board will be asked to consider repealing the aforementioned three policies at its meeting on July 13, 2015.

This item will appear under Old Business on the July 13, 2015, Board of Education meeting agenda.

Item XI. Personnel Matters

A. Resignations- Certified Staff Members

Mrs. Locke made a motion, seconded by Ms. Shegogue, that the Board of Education accept the resignations of the following staff members, as indicated:

NAME	POSITION	SCHOOL	EFFECTIVE DATE	REASON
Dauber, Holly	Special Education Teacher	Stafford Middle School	May 1, 2015	To accept a position in another CT district.
Janiak, Brianna	Teacher, Grade 6	Stafford Middle School	End of School Year, June 2015	To accept a position in another CT district.
Lonsdale, Amanda	Guidance Counselor	Stafford High School	July 1, 2015	To accept a position in another district outside CT

Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

B. Review and Possible Approval of Superintendent’s Recommendation to Rescind Non-Renewals (Executive Session Anticipated)

Dr. Collin said that at the Board meeting on April 9, 2015, the Board of Education approved the Superintendent’s recommendation to non-renew the teaching contracts of non-tenured staff members at the end of the 2014-2015 school year, in accordance with the provisions of Connecticut General Statutes, Section 10-151. The Board of Education also directed her to communicate this action of the Board in writing to these staff members. The reason for this non-renewal action was due to possible reductions for budgetary reasons. With the passing of the Town referendum on June 3, 2015, Dr. Collin recommend rescission of the decision to non-renew the teaching contracts for the following certified staff:

NAME	POSITION	SCHOOL	DATE OF HIRE	EFFECTIVE DATE
Anderson, Tracey	Pre-kindergarten Teacher	West Stafford School	8/21/2014	End of School Year, June 2015
Finkelman, Lisa	Mathematics Teacher (.50)	Stafford High School	8/23/2012	End of School Year, June 2015
Janiak, Brianna	Science / Math Teacher, Grade 6	Stafford Middle School	9/9/2013	End of School Year, June 2015
Leonard, Alexis	Elementary Teacher, Grade K	Staffordville School	8/21/2014	End of School Year, June 2015
Lonsdale, Amanda	Guidance Counselor	Stafford High School	8/21/2013	End of School Year, June 2015
Neale, Bryanna	School Social Worker	Stafford High School	8/21/2014	End of School Year, June 2015

Mrs. Walsh made a motion, seconded by Mr. Kovaleski, that the Board of Education rescind its decision to non-renew the teacher contracts of the teachers listed above at the end of the 2014-2015 school year. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

Mrs. Walsh made a motion, seconded by Mr. Kovaleski, that the Board of Education direct the Superintendent of Schools to communicate this action of the Board in writing to each of these teachers and that the Superintendent of Schools prepare teaching contracts for the 2015-2016 school year for each of the above-named teachers in accordance with the *Professional Agreement between the Stafford Board of Education and the Stafford Education Association July 1, 2013, through June 30, 2016*. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

Mr. Kovaleski made a motion, seconded by Mrs. Locke, to place Item XI.C.- **Review and Possible Approval of Contract of Employment for the Director of Athletics and Recreation (Executive Session Anticipated)**, XI.D.- **Review and Possible Approval of Non-Affiliated Salary Increases (Executive Session Anticipated)** and XI.E.- **Superintendent's Evaluation (Executive Session Anticipated)** into executive session. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

The Board took a brief recess at 7:47 p.m. Mr. Tony Frassinelli recused himself.

C. Review and Possible Approval of Contract of Employment for the Director of Athletics and Recreation (Executive Session Anticipated)

Ms. Shegogue made a motion, seconded by Mr. Kovaleski to enter executive session. Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried. The Board entered executive session at 7:50 p.m. Mr. Damian Frassinelli was invited to attend.

Mrs. Locke made a motion, seconded by Mr. Kovaleski to return to regular session. Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried. The Board returned to regular session at 8:10 p.m.

Mrs. Locke made a motion, seconded by Mrs. Walsh, to approve Mr. Damian Frassinelli's contract, as revised. Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

D. Review and Possible Approval of Non-Affiliated Salary Increases (Executive Session Anticipated)

Mr. Tony Frassinelli returned to the meeting room.

Ms. Shegogue made a motion, seconded by Mrs. Walsh, to enter executive session. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried. The Board entered executive session at 8:15 p.m.

Mr. Kovaleski made a motion, seconded by Mrs. Walsh, to return to regular session. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried. The Board returned to regular session at 8:20 p.m.

Mr. Kovaleski made a motion, seconded by Mr. Frassinelli, that the Board approve the non-affiliated salary increases, as presented. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried.

E. Superintendent's Evaluation (Executive Session Anticipated)

No action was taken on this item.

Item XII. Student Matters

There were no Student Matters.

Item XIII. Adjournment

Mrs. Locke made a motion, seconded by Mr. Frassinelli, to adjourn. Mr. Frassinelli, Mr. Kovaleski, Mrs. Locke, Ms. Shegogue and Mrs. Walsh voted for the motion, which carried. The meeting adjourned at 8:25 p.m.

Respectfully submitted,

Christine C. Marinelli, Recording Secretary

Tracy L. Rummel, Chairperson

Sonya Shegogue, Secretary