

FOLLOW-UP RESPONSES FROM BOARD OF EDUCATION-BOARD OF FINANCE 03/24/14 JOINT MEETING

1. What have been the average salary increases over the past three years for each employee group?

The school district is comprised of three bargaining units: Stafford Administrators' Association; Stafford Education Association; and CSEA Local 2001, SEIU (which is composed of paraprofessionals, secretaries, central bookkeepers, cafeteria, custodial and maintenance personnel). In addition, the Board of Education employs non-affiliated staff.

The salary increases for each of the three bargaining units, as well as the average salary increase for non-affiliated staff, is summarized in the chart below.

Percent Salary Increases				
	2011-2012	2012-2013	2013-2014	2014-2015
Administrator's Contract	3.50%	0.00%	2.35%	2.00%
SEA (Teacher's) Contract	1.00%	1.75%	1.75% No Step inc.	1.25%
CSEA (Non-certified) Contract	2.50%	1.50% No Step inc.	2.00%	2.00%
Non Affiliated (Non-union)	2.00%	2.00%	0.00% One exception: see below	2.00%
	Avg.	Avg.		Projected Avg.

For your review, we are providing copies of the current and prior contracts for each of the bargaining units, which include the negotiated salary tables:

- *Agreement between the Stafford Board of Education and the Stafford Administrators' Association, July 1, 2014-June 30, 2017;*
- *Agreement between the Stafford Board of Education and the Stafford Administrators' Association, July 1, 2012-June 30, 2014;*
- *Professional Agreement between the Stafford Board of Education and the Stafford Education Association, July 1, 2013 through July 30, 2016;*
- *Professional Agreement between the Stafford Board of Education and the Stafford Education Association, July 1, 2010 through July 30, 2013;*
- *Collective Bargaining Agreement between the Stafford Board of Education and CSEA Local 2001, SEIU, July 1, 2012 through June 30, 2015; and*
- *Collective Bargaining Agreement between the Stafford Board of Education and CSEA Local 2001, SEIU, July 1, 2009 through June 30, 2012.*

The District has also included copies of Board of Education documentation specific to increases for non-affiliated staff for the 2012-2013 and 2011-2012 school years, which are recommended by the Superintendent of Schools and approved by the Board of Education each year. As part of last year's budget reduction process, non-affiliated staff did not receive salary increases for the 2013-2014 school year, with the exception of the Director of Athletics & Recreation, who received a 2.0% increase per the attached contract.

Documents specific to the 2012-2013 school year included the following:

- Memorandum dated June 25, 2012, from the Superintendent to the Board of Education;
- Non-Affiliated Staff-Recommended Salaries for 2012-2013 School Year;
- Comparison of Salary Ranges for Registered Nurses, Licensed Practical Nurses, and Other Nurse-Related Positions in 25 Towns; and
- Building Services Technician Job Description.

Documents specific to the 2011-2012 school year included the following:

- Non-Affiliated Staff-Recommended Salaries for 2011-2012 School Year;
- Revised Non-Affiliated Staff-Recommended Salaries for 2011-2012 School Year (per Board decision); and
- Board of Education Minutes (p. 6) Reflecting Approval of Amended Non-Affiliated Salaries.

Lastly, provided for your review is the employment agreement dated July 9, 2012, for the Director of Athletics & Recreation (2012-2013, 2013-2014, and 2014-2015). Mr. Frassinelli is a Town of Stafford/Stafford Board of Education shared employee.

2. Attached please also find a report entitled, “2012-2013 NCEP Calculation from ED001 Report (as explained by CSDE)”, along with supporting documentation from the district’s ED001 report.

MEMO

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

TO: Board of Education

FROM: *P* Patricia A. Collin, Ed.D., Superintendent of Schools

SUBJECT: Review and Possible Approval of Non-Affiliated Salary Increases

Traditionally, the Board of Education has approved a 2% increase in salary for non-affiliated staff. While I recommend that increase for most staff, I would like the Board to consider additional increases for Nurses and the Building Services Technician for the reasons stated below. The Board should also note that due to the improved skill set of our IT department, which has resulted in an increase in efficiency, it has been determined that the Tech Support position that is currently open does not need to be filled.

Provided by Mrs. Meg Devlin, Business Manager, the attachment reflects a comparison of salary ranges (low to high) for Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and other nurse-related positions in 25 towns. With a salary range from \$31,043 to \$34,625, RNs in Stafford Public Schools are ranked second in lowest paid positions (by \$121 in Thompson). RN salaries range from \$34,625 to \$55,024, with Stafford listed as the lowest.

Comparatively, our LPN salary (\$22.26/hour) falls within the range of \$17.98 to \$22.79. Therefore, I am recommending that the Board consider a 3% increase for our eight RNs and a 2% increase for one LPN for the 2012-2013 school year.

Additionally, I have been monitoring the work production and efficiency of our newly-organized Building Services Department. Based on discussions with Mr. Robert Butler, III, Supervisor of Building Services, and Mrs. Meg Devlin, Business Manager, I have attached a revised job description (with changes indicated in red font) for the position of Building Services Technician. As you can see, the revision includes additional responsibilities, including the evaluation and management of staff as directed by the Supervisor of Building Services.

The Building Services Technician, who was initially hired at a low salary (\$42,000) despite his extensive credentials and experience, has proven to be an asset to the district during his short tenure. As a result of his knowledge, expertise, and experience, savings were realized through our increased capacity to properly coordinate and manage projects throughout the district without the need to outsource services. Some of these projects

include the following: finalization of WSS generator installation (\$2,500); replacement of SHS failing ventilator (\$1,200); and reparation of SES chiller (\$11,000), to name a few.

With the addition of responsibilities as indicated in the revised job description, which include evaluation and management of personnel, credentials, and experience that have resulted and will continue to result in savings to the district, I recommend the Board consider a 4% salary increase (\$1,680) for 2012-2013.

RECOMMEND the Board approve the Non-Affiliated Staff Recommended Salaries for 2012-2013, as presented.

MEMO
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

June 20, 2012

TO: Board of Education
FROM: Patricia A. Collin, Ed.D., Superintendent of Schools
SUBJECT: Non-Affiliated Staff - Recommended Salaries for 2012-2013 School Year

Name	Title	Salary 2011-2012	Recommendation 2012-2013 (2%)	Annual Increase
10 Month				
Armstrong, Elizabeth	RN **	31,664.00	32,613.92	949.92
Bardy, Carol	RN **	32,487.00	33,461.61	974.61
Bardy, Carol	BA Stipend	1,000.00	1,000.00	0.00
Bertrand, Theresa	LPN/Hourly	22.26	22.70	617.41
Campbell, Trudy	RN **	35,510.00	36,575.30	1,065.30
Dell, Barbara	Occupational Therapist	62,897.00	64,154.94	1,257.94
Eaton, Mary Ellen	RN **	30,644.00	31,563.32	919.32
Evans, Barbara	RN **	34,014.00	35,034.42	1,020.42
Evans, Barbara	BA Stipend	1,000.00	1,000.00	0.00
Holybee, Terry	RN **	33,361.00	34,361.83	1,000.83
Holybee, Terry	1/2 Head Nurse Stipend	1,000.00	1,000.00	0.00
Lindsay, Phyllis	FRC Child Care Assistant/Hourly*	10.92	11.14	140.00
Lybarger, Laura	HS Family Advocate/Hourly*	20.63	21.04	299.14
Nilsen, Janet	FRC Child Care Assistant/Hourly*	11.46	11.69	197.23
Nocerino, Sheila	Certified Sub Caller/Per Diem	61.30	62.53	221.40
Patsun, Jacqueline	EHS Socialization Assistant/Hourly*	11.44	11.67	67.61
Possardt, Donna	Curricular Support/Hourly*	17.69	18.04	110.24
Staczek, Michele	RN **	35,318.00	36,377.54	1,059.54
Staczek, Michele	1/2 Head Nurse Stipend	1,000.00	1,000.00	0.00
12 Month				
Allegro, Linda	FRC Parent Educator*	32,949.00	33,607.98	658.98
Allegro, Linda	Early Childhood Program Specialist*	22,576.00	23,027.52	451.52
Brzozowski, Barbara	FRC Child Care Assistant*	22,316.00	22,762.32	446.32
Butler III, Robert	Supervisor of Building Services	65,000.00	66,300.00	1,300.00
Cowperthwaite, Devin	Building Services Technician ***	42,000.00	43,680.00	1,680.00
Devlin, Margaret	Business Manager	75,995.00	Open	
Fortin, Dean	District IT/Network Coordinator	65,000.00	66,300.00	1,300.00
Frassinelli, Damian	Additional Events Stipend	5,000.00	5,000.00	0.00
Frassinelli, Damian	Director Athletics & Rec ****	51,083.00	to be negotiated	
LaPane, Elizabeth	Supervisor of Food Services	45,000.00	45,900.00	900.00
Lovely-Wert, Darien	Sr Child Care Provider*	34,258.00	34,943.16	685.16
Marinelli, Christine	Admin Assistant to Superintendent	60,531.00	61,741.62	1,210.62
Pomcroy, Thomas	Tech Support	38,000.00	38,760.00	760.00
Reopell, Jamie	Tech Support	39,780.00	40,575.60	795.60
Vasik, Stephanie	Family Child Development Specialist	45,884.00	46,801.68	917.68
Wohlfahrt, Paul	Tech Support	47,791.00	position eliminated	

Total Increase 21,006.79

* Grant funded positions.

** 3% increase

*** 4% increase

****negotiates increase directly with Board

Town	Low	High	BS Stipend
Bethel		\$46,881.00	\$0.00
Branford	\$40,928.00	\$49,923.00	\$1,000.00
Guilford BSN		\$28.79	
Guilford LPN		\$22.79	
Guilford RN		\$26.76	
Hebron	\$31.86	\$33.68	\$0.00
Lisbon		\$45,656.00	\$0.00
Madison		\$26.96	\$0.00
Middletown	\$20.45	\$30.26	\$0.00
N Stonington	\$26.88	\$29.54	\$0.00
New Hartford		\$25.88	\$0.00
Plainville	\$38,454.00	\$44,255.00	\$0.00
Region 12	\$33,482.00	\$42,465.00	\$0.00
Region 18	\$25.74	\$30.89	\$0.00
Region 4 Elementary	\$34,742.00	\$41,851.00	\$0.00
Region 4 Middle-High	\$35,033.00	\$42,202.00	\$0.00
Simsbury	\$31.28	\$36.00	\$0.00
Somers	\$3,900.00	\$48,000.00	\$0.00
Southington	\$38,611.00	\$45,038.00	\$575.00
Southington LPN	\$27,937.00	\$33,366.00	
Stafford	\$31,043.00	\$34,625.00	\$1,000.00
Stafford LPN		\$21.82	
Stonington	\$29.08	\$29.33	
Stonington BSN	\$29.30	\$30.23	
Thompson	\$30,922.00	\$49,156.00	\$500.00
Thompson LPN		\$17.98	
Tolland	\$34,936.00	\$36,315.00	
Tolland BSN	\$36,679.00	\$38,127.00	
Tolland LPN	\$19.07	\$19.79	
Tolland MSN	\$37,357.00	\$38,831.00	
Tolland Nurse Pract.	\$38,418.00	\$39,935.00	
Vernon	\$35,542.00	\$39,148.00	\$0.00
Windsor	\$42,478.00	\$46,918.00	\$500.00
Darien	\$54,169.00	\$55,024.00	\$1,250.00
Putnam	\$27.75	\$32.81	\$0.00
Suffield	\$25.23	\$31.22	\$850.00

Proposed Revision of Position

**Stafford Public Schools
Non-Affiliated Position**

Building Services Technician

Job Summary:

Repair and maintain mechanical, electrical, heating, cooling and plumbing systems at all facilities in the school district as directed by the Supervisor of Building Services. Follow all established procedures and protocols required for preventative care program for all mechanical systems and train staff in these procedures. Perform general repairs necessary to preserve the exterior and interior of district buildings in a safe, clean condition. Must have 24-hour availability, be computer literate and maintain a valid driver's license. High School diploma or GED required, college or technical education preferred. Minimum three (3) years experience in a building trade.

Job Duties and Responsibilities:

- Repair and perform preventative care on HVAC system, including changing air filters, belts, motors, and any other items necessary to ensure IAQ requirements are met.
- Repair and perform preventative care on plumbing systems.
- Perform electrical repairs including, but not limited to, ballast replacement.
- Perform general repairs necessary to preserve the interior and exterior of district buildings in a safe, clean condition. General repairs include, but are not limited to, carpentry, door and lock repair, patching and painting, and glass replacement.
- Implement protocols to ensure the proper care of maintenance of grounds, buildings, and equipment.
- Implement the schedule for the inspection and appropriate maintenance of District facilities' equipment.
- Assist the Supervisor of Building Services with maintenance of records, including inventories.
- Has the ability to lift 30-50 pounds and occasionally up to 70 pounds.
- Evaluate and manage staff as directed by the Supervisor of Building Services.
- Provide training as directed by the Supervisor of Building Services.
- Assist with snow removal at all district buildings, as assigned by the Supervisor of Building Services.
- Respond to all emergencies within the area of responsibility on a 24-hour basis.
- Adhere to all Board of Education policies.
- Perform other duties as assigned by the Supervisor of Building Services.

Responsible to:

Supervisor of Building Services

Revised 06/20/2012

MEMO
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

June 14, 2011

TO: Board of Education
FROM: Therese G. Fishman, Ed.D., Superintendent of Schools
SUBJECT: Non-Affiliated Staff - Recommended Salaries for 2011-2012 School Year

Name	Title	Salary 2010-2011	Recommendation 2011-2012 (2%)	Annual Increase
10 Month				
Armstrong, Elizabeth	RN	31,043.00	31,664.00	621.00
Bardy, Carol	RN	31,850.00	32,487.00	637.00
Bardy, Carol	BA Stipend	1,000.00	1,000.00	0.00
Bertrand, Theresa	LPN/Hourly	21.82	22.26	596.00
Campbell, Trudy	RN	34,814.00	35,510.00	696.00
Dell, Barbara	Occupational Therapist	61,664.00	62,897.00	1,233.00
Eaton, Mary Ellen	RN	30,043.00	30,644.00	601.00
Evans, Barbara	RN	33,347.00	34,014.00	667.00
Evans, Barbara	BA Stipend	1,000.00	1,000.00	0.00
Folker, Mary	Food Services Coordinator/Hourly	16.08	16.40	494.00
Holybee, Terry	RN	32,707.00	33,361.00	654.00
Holybee, Terry	1/2 Head Nurse Stipend	1,000.00	1,000.00	0.00
Lindsay, Phyllis	FRC Child Care Assistant/Hourly*	10.71	10.92	134.00
Lybarger, Laura	HS Family Advocate/Hourly*	20.23	20.63	295.00
Nilsen, Janet	FRC Child Care Assistant/Hourly*	11.24	11.46	193.00
Nocerino, Sheila	Certified Sub Caller/Per Diem	60.10	61.30	219.00
Patsun, Jacqueline	EHS Socialization Assistant/Hourly*	11.22	11.44	68.00
Possardt, Donna	Curricular Support/Hourly*	17.34	17.69	227.00
Staczek, Michele	RN	34,625.00	35,318.00	693.00
Staczek, Michele	1/2 Head Nurse Stipend	1,000.00	1,000.00	0.00
12 Month				
Allegro, Linda	FRC Parent Educator*	32,303.00	32,949.00	646.00
Allegro, Linda	Early Childhood Program Specialist*	22,133.00	22,576.00	443.00
Brzozowski, Barbara	FRC Child Care Assistant*	21,878.00	22,316.00	438.00
Butler III, Robert	Building Services Technician	51,000.00	52,020.00	1,020.00
Devlin, Margaret	Business Manager	74,505.00	75,995.00	1,490.00
Figuroa, Anna	Family Child Development Specialist*	45,877.00	46,795.00	918.00
Fortin, Dean	District IT/Network Coordinator	Appointed 7/1/11	65,000.00	0.00
Frassinelli, Damian **	Director Athletics & Rec	49,595.00	51,083.00	1,488.00
Frassinelli, Damian	Additional Events Stipend	5,000.00	5,000.00	0.00
Linder, Susan	Director of Bldg Services	58,500.00	59,670.00	1,170.00
Lovely-Wert, Darien	Sr Child Care Provider*	33,586.00	34,258.00	672.00
Marinelli, Christine	Admin Asst to Supt	58,768.00	59,943.00	1,175.00
Reopell, Jamie	Tech Support	39,000.00	39,780.00	780.00
Wohlfahrt, Paul	Tech Support	46,854.00	47,791.00	937.00

Total Increase 19,205.00

* Grant funded positions.

**3% increase negotiated August 2010.

MEMO
OFFICE OF THE SUPERINTENDENT OF SCHOOLS

June 14, 2011

TO: Board of Education
FROM: Therese G. Fishman, Ed.D., Superintendent of Schools
SUBJECT: Non-Affiliated Staff - Recommended Salaries for 2011-2012 School Year

Name	Title	Salary 2010-2011	Recommendation 2011-2012 (2%)	Annual Increase
10 Month				
Armstrong, Elizabeth	RN	31,043.00	31,664.00	621.00
Bardy, Carol	RN	31,850.00	32,487.00	637.00
Bardy, Carol	BA Stipend	1,000.00	1,000.00	0.00
Bertrand, Theresa	LPN/Hourly	21.82	22.26	596.00
Campbell, Trudy	RN	34,814.00	35,510.00	696.00
Dell, Barbara	Occupational Therapist	61,664.00	62,897.00	1,233.00
Eaton, Mary Ellen	RN	30,043.00	30,644.00	601.00
Evans, Barbara	RN	33,347.00	34,014.00	667.00
Evans, Barbara	BA Stipend	1,000.00	1,000.00	0.00
Folker, Mary	Food Services Coordinator/Hourly	16.08	16.40	494.00
Holybee, Terry	RN	32,707.00	33,361.00	654.00
Holybee, Terry	1/2 Head Nurse Stipend	1,000.00	1,000.00	0.00
Lindsay, Phyllis	FRC Child Care Assistant/Hourly*	10.71	10.92	134.00
Lybarger, Laura	HS Family Advocate/Hourly*	20.23	20.63	295.00
Nilsen, Janet	FRC Child Care Assistant/Hourly*	11.24	11.46	193.00
Nocerino, Sheila	Certified Sub Caller/Per Diem	60.10	61.30	219.00
Patsun, Jacqueline	EHS Socialization Assistant/Hourly*	11.22	11.44	68.00
Possardt, Donna	Curricular Support/Hourly*	17.34	17.69	227.00
Staczek, Michele	RN	34,625.00	35,318.00	693.00
Staczek, Michele	1/2 Head Nurse Stipend	1,000.00	1,000.00	0.00
12 Month				
Allegro, Linda	FRC Parent Educator*	32,303.00	32,949.00	646.00
Allegro, Linda	Early Childhood Program Specialist*	22,133.00	22,576.00	443.00
Brzozowski, Barbara	FRC Child Care Assistant*	21,878.00	22,316.00	438.00
Butler III, Robert	Building Services Technician	51,000.00	52,020.00	1,020.00
Devlin, Margaret	Business Manager	74,505.00	75,995.00	1,490.00
Figuroa, Anna	Family Child Development Specialist	45,877.00	46,795.00	918.00
Fortin, Dean	District IT/Network Coordinator	Appointed 7/1/11	65,000.00	0.00
Frassinelli, Damian **	Director Athletics & Rec	49,595.00	51,083.00	1,488.00
Frassinelli, Damian	Additional Events Stipend	5,000.00	5,000.00	0.00
Linder, Susan	Director of Bldg Services	58,500.00	59,670.00	1,170.00
Lovely-Wert, Darien	Sr Child Care Provider*	33,586.00	34,258.00	672.00
Marinelli, Christine	Admin Asst to Supt	58,768.00	59,943.00	1,175.00
Reopell, Jamie	Tech Support	39,000.00	39,780.00	780.00
Wohlfahrt, Paul	Tech Support	46,854.00	47,791.00	937.00
Total Increase				19,205.00

* Grant funded positions.

**3% increase negotiated August 2010.

*Revised
7/1/11
cm*

*O.K.
JMF
07/06/11*

*60,531 -
(3%)*

B. Approval of Certified Staff Request for One Year Leave of Absence

Mrs. Bradway made a motion, seconded by Mrs. Finch, that the Board of Education approve the request of the following staff member for a one-year leave of absence:

NAME	POSITION	SCHOOL	EFFECTIVE DATE	REASON
Kim Jones	First Grade Teacher	Staffordville School	2011 – 2012 School year	Family commitments.

Dr. Fishman stated that this request is in accordance with the Stafford Education Association contract and that it had her approval.

Mrs. Bradway, Mrs. Finch and Mrs. Fowler voted for the motion, which carried.

Mrs. Bradway made a motion, seconded by Mrs. Fowler, to place Items **X.C.- Interview Candidate for Interim Principal of West Stafford School (Executive Session Anticipated)** and **X.D.- Review and Possible Approval of Non-Affiliated Salary Increases (Executive Session Anticipated)**, into executive session. Mrs. Bradway, Mrs. Finch and Mrs. Fowler voted for the motion, which carried.

The Board took a brief recess at 8:27 p.m.

Mrs. Bradway made a motion, seconded by Mrs. Finch, to enter executive session. Mrs. Bradway, Mrs. Finch and Mrs. Fowler voted for the motion, which carried. The Board entered executive session at 8:40 p.m.

Mrs. Bradway made a motion, seconded by Mrs. Finch, to return to regular session. Mrs. Bradway, Mrs. Finch and Mrs. Fowler voted for the motion, which carried. The Board returned to regular session at 9:10 p.m.

C. Interview Candidate for Interim Principal of West Stafford School (Executive Session Anticipated)

Mrs. Finch made a motion, seconded by Mrs. Bradway, that the Board of Education appoint Shelley Michaud as interim principal of West Stafford School for the 2011 – 2012 school year, effective August 1, 2011, at a salary of \$110,662.00, pro-rated. Mrs. Bradway, Mrs. Finch and Mrs. Fowler voted for the motion, which carried.

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

Mrs. Finch made a motion, seconded by Mrs. Bradway, that the Board of Education approve the non-affiliated salaries, as amended. Mrs. Bradway, Mrs. Finch and Mrs. Fowler voted for the motion, which carried.

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made and entered into as of the 9th day of July, 2012, by and between the Town of Stafford and the Stafford Board of Education (hereinafter collectively "Stafford") and Damian Frassinelli (hereinafter "Frassinelli").

In connection with Stafford's athletic and recreation program, Stafford desires to hire Frassinelli and;

Stafford and Frassinelli mutually desire to agree upon the terms of Frassinelli's employment with Stafford, and, in addition thereto, to agree as to certain compensation, benefits and conditions of said employment;

THEREFORE, the parties hereto agree as follows:

1. Stafford hereby agrees to employ Frassinelli, and Frassinelli hereby agrees to be employed by Stafford in the capacity of Athletic and Recreation Director, with the responsibilities as set forth on the attached exhibit, for the term beginning on September 25, 2006 and ending on June 30, 2015. Stafford reserves the right to terminate Frassinelli for cause at any time, in which case he shall be entitled to any unpaid wages due as of such date, such accrued but unused vacation time as may then exist, and Stafford shall have no further obligation to Frassinelli under this agreement.

2. For the period July 1, 2012 through June 30, 2013, of the Agreement, Frassinelli shall be employed at a base salary of \$52,360 (2.5% increase). This salary shall be retroactive to July 1, 2012. Frassinelli shall receive a 2.0% increase for the 2013-2014 school year and a 2.0% increase for the 2014-2015 school year. Frassinelli's normal work year shall be twelve (12) months. In addition to the base salary, Frassinelli shall receive a stipend in the amount of one-hundred-fifty dollars (\$150.00), not to exceed a total of seven thousand five hundred dollars (\$7,500) per contract year, when attending additional athletic events required of him as assigned by Stafford. Frassinelli's salary and stipend will be negotiated between Stafford and Frassinelli after June 30, 2015.

3. Frassinelli shall receive the following benefits:

a. Thirteen (13) paid holidays as follows:

New Year's Day
Martin Luther King Day
Presidents' Day
Good Friday
Memorial Day
Independence Day
Labor Day

Veterans' Day
Columbus Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Day
Day after Christmas

b. Vacation according to the following schedule:

After 1 year of employment	10 days
After 5 years of employment	15 days
After 10 years of employment	20 days

Vacation time that is accrued during each year of employment shall be taken in the following fiscal year.

c. Health Insurance according to the following provisions:

Frassinelli shall have the option of choosing for himself and eligible dependents the existing Anthem Century Preferred coverage, as outlined in the attached summary of Benefits, which shall be identified as "Plan A," or the existing Anthem Blue Care coverage, as outlined in the attached summary of Benefits, which shall be identified as "Plan B," subject to the premium co-share as hereinafter described. Plan C Anthem Lumenos Health Savings Account. Plans A, B and C will be provided only so long as the insurance vendor continues to allow them both to be offered.

During the term of this Agreement, the premium co-share for Frassinelli for Plan A, Plan B, and Plan C shall be in accordance with the CSEA Local 2001, SEIU bargaining unit agreement.

It is understood that the Board may change insurance carriers.

Frassinelli may, upon execution of a waiver agreement, decline to accept the insurance package set forth in "Plan A" or "Plan B." In such case Frassinelli shall receive a lump sum payment of \$1,200 or 50% of the cost of the premium, whichever is less. The availability of this benefit and the reinstatement of any insurance benefits are subject to the terms of Stafford's insurance policies prevailing at the time Frassinelli seeks a waiver or reinstatement and is contingent upon no additional cost being assessed against Stafford above the normal group rate for Frassinelli's reinstatement. In the event that such additional costs for reinstatement exist, such costs shall be borne by Frassinelli. At no time shall Stafford be deemed a self-insurer under this Agreement.

As a condition of receiving such health insurance, Frassinelli will execute appropriate payroll authorization cards for this purpose, and his portion of the insurance premium shall be taken through monthly payroll deductions.

d. Sick leave according to the following terms:

Frassinelli shall receive fifteen (15) paid sick leave days each year accumulative to one hundred fifty (150) days.

e. Personal leave according to the following terms:

Frassinelli shall be entitled to five (5) personal leave days per fiscal year, non-cumulative, all of which shall require no reason.

One additional day of funeral leave will be granted per year.

Personal days may be taken on the day before or after a holiday.

Two days notice shall be given for all personal leave except in cases of emergencies. In cases of emergencies, personal leave forms shall be submitted immediately upon return to work.

f. Life insurance on the following basis:

Frassinelli shall receive Group Life Insurance of \$100,000.00 or such value as based on the terms of the Town of Stafford's group policy at Town of Stafford expense. Frassinelli shall have the option to purchase additional insurance coverage, at his own expense, if allowed to do so by the carrier.

4. Frassinelli shall receive reimbursement for the business use of his personal automobile for travel at the applicable rate published by the Internal Revenue Service. This will include reimbursement of travel for Stafford business at which Frassinelli's presence is expected, but shall exclude all travel between his home and the school district or the Town.

5. Frassinelli shall be subject to all of Stafford's personnel or work rules and Board of Education policies applicable to its employees generally.

* 6. Frassinelli will be eligible to participate in the pension plan provided for all eligible Board of Education employees and employees of the Town of Stafford in accordance with the terms of the plan in effect as of the date this contract is signed.

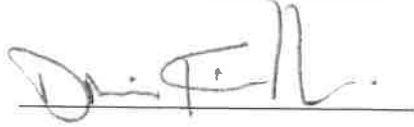
7. This Agreement shall be governed by and construed in accordance with the laws of the State of Connecticut.

8. This Agreement contains the entire agreement of the parties with respect to the subject matter hereof. It may not be changed orally, but only by an amendment in writing signed by both parties.

9. Unless mutually extended in writing or unless Frassinelli's employment is terminated earlier, this Agreement shall expire on June 30, 2015, and shall thereafter be of no force and effect.

IN WITNESS WHEREOF the parties hereto have executed this Employment Agreement as of the date and year first written above.

DAMIAN FRASSINELLI



STAFFORD BOARD OF EDUCATION

By: 

TOWN OF STAFFORD

By: 