

Leave Form that is being developed. She explained that the form has been reviewed by the Central Office Leadership Team and by building principals. The Committee suggested two minor edits, and Ms. McDougald-Campbell will amend accordingly.

3. Substitute Teacher Program: A recommendation was made to the Committee that the current daily rate for substitute teachers be raised from \$65 up to \$75 to allow the District to be competitive with other districts. Based on a recent survey, the increase would bring Shelton into the average range. Committee will bring the recommendation to the full Board
4. Negotiations: Mr. Walsh named Board members whom he has assigned to various negotiation teams. There was brief general discussion on process going forward and on possible orientation for teams in the near future.
5. Superintendent's Mid-year Evaluation: Mr. Burr left the meeting. At 7:16 p.m., Mr. Pacowta called for a motion to enter executive session to discuss the findings from the February 22, 2010 ad hoc evaluation sub-committee meeting. Mr. Walsh moved that the committee move into executive session, and Mr. Minotti seconded the motion. Motion carried. Mrs. Kutash, Mrs. Yolish, and Ms. McDougald-Campbell were also in attendance for the executive session.

At 8:10, Mr. Minotti moved to end the executive session, seconded by Mr. Walsh. The Committee reconvened in open session. Mr. Burr rejoined the meeting and Mr. Pacowta stated that a draft evaluation report would be prepared in the near future for review. In addition, Mr. Pacowta, Personnel Committee chair informed the Superintendent that a meeting of the Personnel Committee would be convened in the near future to discuss the evaluation report with him.

Mr. Minotti moved to adjourn the meeting at 8:17 p.m., seconded by Mr. Walsh. Motion carried.

Minutes
Shelton Board of Education
Personnel Committee
March 2, 2010
Conference Room B
Central Office

Chairman Michael Pacowta called the meeting to order at 5:49 p.m. The following committee members were in attendance: Michael Pacowta and Thomas Minotti. Also in attendance were Board Chair Tim Walsh, Board members Kate Kutash, Kathy Yolish, Superintendent Freeman Burr, Rita A. McDougald-Campbell, Director of Human Resources, Dr. Beth Smith, Carolyn Ivanoff, Sandra Zuraw, Deborah Keller, Mary Pagliaro, and Jim McAuley, CEA representative.

The Pledge of Allegiance was recited.

Mr. Minotti moved to approve the agenda, seconded by Mr. Walsh. The motion carried.

No members of the public chose to speak during the public session.

The following agenda items were discussed:

1. Step 3 SEA grievance: Mr. McAuley presented the grievance on behalf of SEA, relating to the denial of the second of two days that the employee had requested as religious holidays. The request had been denied by the Superintendent as there was no evidence that the date in question was a religious holiday recognized by any calendar or reference source consulted. As such, the grievant received no wages for the second requested day. SEA sought restoration of wages for the grievant. At the end of Mr. McAuley's presentation, Mr. Walsh moved that the evidentiary portion of the hearing be closed and recessed into a non-meeting for the purposes of conducting deliberations. The motion was seconded by Mr. Minotti, and the motion carried. Mr. Burr, Mrs. Kutash, Mrs. Yolish, Mr. Walsh, and Ms. McDougald-Campbell were also invited by Mr. Pacowta to attend the non-meeting. Following the Committee's deliberation, Mr. Pacowta called for a motion to reconvene the meeting. Mr. Minotti so moved and Mr. Walsh seconded. Motion carried. Mr. Pacowta then called for a motion regarding the disposition of the grievance. Mr. Walsh moved that the grievance be denied. The motion was seconded by Mr. Minotti. The motion carried. A motion was then made by Mr. Minotti to close the grievance hearing, seconded by Mr. Walsh. Motion carried.

Following the vote, only members of the Personnel Committee and Mr. Walsh, Mrs. Kutash, Mrs. Yolish, Mr. Burr, and Ms. McDougald-Campbell remained for the remaining agenda items.

2. Personal Leave Request forms: For informational purposes, Ms. McDougald-Campbell presented the Committee with an updated draft revision of the District