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**MINUTES**  
**THOMASTON BOARD OF EDUCATION SPECIAL MEETING**  
**Meeting Taking Place Via Zoom**  
**Thursday March 19, 2020**  
**1:00 p.m.**

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**Mission Statement:**

In a partnership of family, school and community, our mission is to **educate**, **challenge** and **inspire** each individual to excel and become a contributing member of society.

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**Members:**

**Beth Campbell, Chairperson**  
**David Colavecchio, Vice Chairperson**  
**Heather Patchell, Secretary**  
**Roxy Fainer, Treasurer**  
**Francine Coss, Superintendent**

**Salvatore SantaMaria**  
**Frank Treglia**  
**Jennifer Nolan**  
**Matthew VanOrmer**  
**Sarah Ethier**

**Student Representatives 2019-2020**

**Jacob Field**  
**Isabella Guerrera**  
**McKenna O'Sullivan**

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1. **Establishment of a Quorum and Call to Order (Bylaws of the Board 9325.1 – Quorum)**
    - 1.1 **Chairperson Beth Campbell** called the meeting to order at 1:00p.m.
    - 1.2 **Attendance by Roll Call: Chairperson Beth Campbell, Vice Chairperson David Colavecchio, Secretary Heather Patchell, Treasurer Roxy Fainer, Superintendent Francine Coss, Salvatore SantaMaria, Matt VanOrmer, Jennifer Nolan, Sarah Ethier**  
**(Treasurer Roxy Fainer was in attendance for the entire meeting; votes were collected via text message due to her inability to be heard through the Zoom platform).**
    - 1.3. **Board Member Absent: Frank Treglia**
    - 1.4. **Student Representatives Absent: Jacob Field, Isabella Guerrera, McKenna O'Sullivan**
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1.5. Others in Attendance: The login/password for Zoom was posted for the public on the district website under the agenda. This was a Special Meeting; therefore, the public were able to listen only and not participate.

**2. Meeting for the Purpose of Discussing Memorandum of Agreement for the 2019-2020 School Year.**

**2.1. Teacher Education Association**

**Salvatore SantaMaria motioned and Matt VanOrmer seconded to accept/approve the Stated Conditions Read by Superintendent Francine Coss as non-negotiables to be included in a Memorandum of Agreement with the Teacher Education Association Union.**

Discussion: **Sarah Ethier** and **Jennifer Nolan** asked for clarification on the Memorandum of Agreement that was read by **Superintendent Coss**. **Superintendent Coss** stated that the purpose of this discussion is to consider the payment of the expected base salary of the members of the Thomaston Education Association, specifically the base salary for 185 days of work even if 185 days of work cannot be achieved due to an extension of the COVID-19-related school closure. **Superintendent Coss** recommends that distance learning and instruction shall be provided by bargaining unit members when the current school closure period ( March 14, 2020 through March 31, 2020) is extended for any reason.

Motion Carried: 8-0-0

**2.2. AFSCME Local 1303-97 of Connecticut Council 4, AFL-CIO**

**David Colavecchio motioned and Matt VanOrmer seconded to accept/approve the Stated Conditions Read by Superintendent Francine Coss as non-negotiables to be included in a Memorandum of Agreement with the AFSCME Local Union 1303-97.**

Discussion: **Salvatore SantaMaria** asked if the 10 month employees are utilized for academic purposes or special education. **Superintendent Coss** responded that these 10 month employees are related to general education, special education, and clerical. **Salavatore SantaMaria** asked if those 10 month employees for educational purposes would receive training to assist in distance learning as online tutors. **Superintendent Coss** responded by saying that they do not have the credentials that would allow for this to occur. There is an opportunity for registered behavior technician training for paraprofessionals online that would count as part of their employment. **Superintendent Coss** stated she would like to give all 10 month employees assurance that they will be paid for 181 days as was expected. **Jen Nolan** inquired if lay-offs would be an option. **Superintendent Coss** responded by saying that the 10 month employees would lose medical benefits which would leave these employees with limited funds. **Superintendent Coss** would like to honor their work over

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the years by allowing them to stay employed and not laid off. **David Colavecchio** agreed that these employees should not be laid off. Their salaries have already been budgeted for this present school year, 2019-2020.

Motion Carried: 8-0-0

### 2.3. Non-Affiliated

**David Colavecchio motioned and Heather Patchell seconded to accept/approve the Stated Conditions approved by the Thomaston Board of Education for the Thomaston Education Association as non-negotiables for a letter to the Board Certified Behavior Analyst.**

Discussion: **Salvatore SantaMaria** asked for the definition of a behavior analyst. **Superintendent Coss** responded by saying this is a person who supports the teaching of certified and non-certified instructional staff in ways of providing guidance on how to address student behaviors.

Motion Carried: 8-0-0

**David Colavecchio motioned and Heather Patchell seconded to accept/approve the Stated Conditions approved by the Thomaston Board of Education for AFSCME Local 1303-97 as non-negotiables for a letter to all kitchen staff and the Registered Behavior Technician.**

Discussion: **David Colavecchio** asked if the cafeteria workers were assisting at Mona Lisa's. **Superintendent Coss** responded by stating three employees were called in yesterday.

Motion Carried: 8-0-0

### 3. Adjournment

**David Colavecchio motioned and Salvatore SanatMaria seconded to adjourn the meeting.**

Discussion: None

Motion Carried: 8-0-0

**Chairperson Beth Campbell** adjourned the meeting at 1:38 p.m.