



Personnel Committee - Board of Representatives

Mary Fedeli, Chair

Bobby Pavia, Vice Chair

Committee Minutes

Date: Monday, December 16, 2024

Time: 7:00 p.m.

Place: This meeting was held remotely

The Personnel Committee met at the above date and time. In attendance were Chair Fedeli, Vice Chair Pavia and Committee Member Reps. Adams, Berns, Cottrell, Figueroa, Goldberg, Patterson, and Williams. Also in attendance were Reps. Morson, Summerville, Walston, and Weinberg; Dr. Tamu Lucero, Dr. Michael Fernandes, and Ryan Fealey, Board of Education; Dr. Paula Russell, Human Resources Department; and members of the public.

Chair Fedeli called the meeting to order at 7:00 p.m.

Chair Fedeli welcomed Representatives Cottrell and Williams as new members of the Personnel Committee.

Chair Fedeli explained there was some information on Item # 2 sent from Dr. Fernandes and as an oversight it was not sent to the Committee until shortly before the meeting. She asked that the item be taken up and if needed the committee could take a 10 minute recess to review the information. Vice Chair Pavia forwarded the information via email to the committee members and the other representatives on the meeting.

Item No.	Description	Committee Action
1. P31.062	APPROVAL; of an employment agreement with Ana Gonzalez for Labor Relations Specialist 11/08/24 – Submitted by P. Russell 11/13/24 - Approved by Board of Finance 3-1-2	MOTION APPROVED 9-0-0

Dr. Russell reviewed this contract and there was discussion.

Ms. Gonzalez has been employed with the City of Stamford since September of 2019.

This is a contract renewal with standard language with the exception of Section 5, Salary. After negotiations it was agreed upon to grant Ms. Gonzalez a \$7,000.00 stipend because she has a juris doctorate degree. It is very helpful to have this degree in this position since it involves a lot of matters of a legal nature.

Ms. Gonzalez's duties include but are not limited to:

- Performing a wide range of labor relations activities related to the administration of collective bargaining agreements.
- Advising city officials during labor relations and acting as a negotiator.
- Handling the grievance process for all 10 unions.
- Performing research.

Contract is three years with two one-year extensions.

Annual salary is \$169,793.00 plus a \$7,000.00 stipend. It is in the midrange for this type of position in nearby areas.

Rep. Figueroa asked that Dr. Russell get the committee more detailed information on the salaries for this type of position in nearby areas.

A motion approve Item #1 was made, seconded, and approved by unanimous vote (Reps. Fedeli, Pavia, Adams, Berns, Cottrell, Figueroa, Goldberg, Patterson, and Walston in favor).

2. P31.063	REJECTION; of an agreement between the Board of Education and Stamford Education Association (SEA) 11/19/24 - Submitted by P. Russell 11/13/24 - Positive Advisory Opinion Approved by Board of Finance 5-1-0	REJECTION FAILED 0-8-1
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Committee members stated they would like to hear a review of the item from the invited guests before having a recess to go over the documents.

Mr. Fealey and Dr. Fernandes reviewed the agreement and there was discussion.

There was a favorable [opinion](#) from the Board of Finance on this contract.

Increases to salary grid include:

- Move one step each year (customary)
- Steps below the maximum of step 16 will increase by 75 basis points per year.
- The maximum step will increase by 3.5% each year.

Step one is being removed from salary grid to be more competitive when hiring new teachers.

Step six is being removed to increase retention after teachers earn five years of tenure.

Sum of contractual increases is 13.9% over three years. Average of recent state settlements is 13.4%.

Employee premium cost share will increase. Currently at 20% and will increase to 21% over a three-year period. Teachers are in the state partnership plan.

Salaries are very comparable to surrounding districts.

Rep. Cottrell questioned the issue of losing experienced teaching candidates from other districts due to a lower starting salary. Dr. Fernandes stated the top step was addressed during negotiations, and it is now more competitive.

A key language change gives the superintendent unlimited flexibility in hiring teachers from outside of Stamford. This will help to attract experienced teachers in the shortage areas of special education, math, and science. In the past there was restrictive language that made it difficult to hire experienced teachers in these areas.

There are approximately 1,500 teachers under this agreement. About 2/3 of the teachers voted, and 92% were in favor.

The contractual model is the high point and assumes no resignations or retirements during the terms of the agreement. When a teacher resigns or retires, that position is usually filled by a teacher at a lower position on the salary grid. If past trends continue, it will be closer to an 11% cost.

The teachers' union joined the state partnership plan seven years ago, and there has been an approximate cumulative savings of \$15 million since then.

Rep. Figueroa requested that the committee receive the specific language as to what has to be done if the union withdraws from the state partnership plan. Dr. Lucero stated that Dr. Fernandes will get that information to the committee. She also noted that information on the new agreement, and a copy of the current agreement, is available on the BOE website at <https://www.stamfordpublicschools.org/departments/public-affairs-office/sps-news/details/~board/sps-newsflash/post/message-from-stamford-boe-re-agreement-with-sea>.

After the detailed overview from Mr. Fealey and Dr. Fernandes the committee members did not feel it was necessary to take a recess to read the documents.

A motion to reject Item #2 was made, seconded, and failed by a vote of 0-8-1 (Reps. Fedeli, Adams, Berns, Cottrell, Figueroa, Goldberg, Patterson, and Williams opposed; Rep. Pavia abstained).

Chair Fedeli adjourned the meeting at 7:48 p.m.

Respectfully submitted,
Mary Fedeli, Chair

This meeting is on [video](#)