

**CHAPLIN SCHOOL DISTRICT**  
*240 Palmer Road*  
*Chaplin, CT 06235-0277*

**Stacy Foster**  
**Chairperson**  
**Chaplin Board of Education**

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**Chaplin Board of Education Special Meeting Minutes**  
**June 13, 2016**  
**6:30 p.m.**  
**Chaplin Elementary School Library**

**In Attendance:** Stacy Foster, Will Hooper, Justin Rondash, Stephanie Harrington, Jamison Spaulding; Jaclyn Chancy, Principal King, Superintendent Henrici, Attorney Steve Sedor, Attorney Kyle McClain, CEA Representative Mike Casey, Barbara Walters. **Absent:** John Bolduc

The meeting was called to order in public session by Board Chair Stacy Foster at 6:30 p.m. Atty. Steve Sedor, representing the Board, explained the procedures for the meeting. CEA union rep Mike Casey asked that Chair Foster recuse herself from voting. Atty. Sedor indicated that was not necessary. Atty. Kyle McClain, representing the administration, presented all relevant documents to the Board and indicated that Facebook posts by the Teacher subject to the grievance were unprofessional and highly inappropriate. Atty. Sedor distributed a packet labeled Administration Exhibit #1, which also included all relevant documents. He indicated that the Level 1 grievance was denied by Principal King. He said the Level 2 grievance was denied by Superintendent Henrici after the union denied his offer to reduce the suspension to three days without pay. He further indicated that teachers are role models who have the “public’s trust,” that the CEA’s own social media guidelines discourage teachers from “friending” parents, and that the teacher’s Facebook account was public and accessible to all. Atty. McClain stated that the disciplinary sanctions were appropriate to the act. Board member Jamison Spaulding inquired as to whether there is a social media policy for teachers. It was indicated that there is such a policy. CEA union rep Mike Casey said there was no “just cause” for discipline and that any Facebook postings during school time were thanking “Donors.org” contributors for donations regarding a school composting site. The Teacher indicated that Donors.org “pinned” the post, that she asked her niece to change the Facebook settings, and that she didn’t realize that her posts were public. She further indicated that the posts were done for the “release of tension.” She stated that her memes were posted due to a “bad day” and that when she said she would like to post the inappropriate messages on her door, she didn’t mean her classroom door but her home computer room door. She admitted that

she was wrong but indicated that she felt a verbal warning was sufficient in this case. Mike Casey alluded to a previous teacher grievance and inferred that a teacher Early Retirement Plan (ERP) was specifically designed for the Teacher. Atty. Sedor said that was untrue and that the Board had to stick to the agenda. Board member Spaulding made a motion to allow additional comments regarding the ERP. The motion failed (Yes: Spaulding, Rondash, No: Foster, Chancy, Hooper, Harrington). Board member Spaulding also asked the principal and superintendent, that to their knowledge, whether any other Chaplin teacher had been suspended without pay. Superintendent Henrici said he could not recall any other suspension.

The Teacher stated that she worked for 39 years at Chaplin Elementary and that her suspension punished her students. She referred to an on-line petition of support with many signatures. Mike Casey presented the petition to the Board which was labeled Union Exhibit #1. Board member Rondash alluded to this being the Teacher's first offense. Board member Hooper asked if there is "redress, what do we want?" Atty. McClain asked if there were any further questions. The Teacher said she uses Facebook and is mainly a "gamer; she doesn't know how not to make her account open." Principal King said she went on Facebook and could view the inappropriate posts. She indicated that the community had access to the posts and that she felt the posts were "unbecoming of a teacher."

As testimony was completed, the Board deliberated in private and returned to public session. Board Chair Foster called for a vote. The vote was 4-2 to deny the grievance (Yes: Foster, Harrington, Hooper, Chancy; No: Spaulding, Rondash). The meeting adjourned at 10:05 p.m.

Respectfully Submitted,

Kenneth V. Henrici  
Superintendent