



Personnel Committee - Board of Representatives

Carl Weinberg, Chair

Bobby Pavia, Vice Chair

Committee Minutes

Date: Monday, December 15, 2025

Time: 7:00 p.m.

Place: *This meeting was in the Democratic Caucus Room, and remotely on Teams.*

The Personnel Committee met at the above date and time. In attendance were Chair Weinberg, and Vice-Chair Pavia, and Committee Member Reps. de la Cruz, Gross and Pollack. Excused or absent were Reps., Hill and Salas. Also in attendance were Reps. Camporeale and Morson, and invited guests Ryan Fealey and Dr. Michael Fernandes from Stamford Public Schools.

Item No.	Description	Committee Action
1. P32.001	REJECTION ; of the Tentative Agreement with the BOE and the Parent Facilitators, UPSEU Local 24-Unit 123 12/03/2025 – Submitted by Michael Fernandes and Ryan Fealey 11/13/2025 – Positive Advisory Opinion by Board of Finance 3-2-1	WITHDRAWN 5-0-0

Chair Weinberg stated that, upon advice of Corporation Counsel, the Board of Representatives does not play a role in decisions on this agreement and asked for a motion to withdraw the item from the agenda.

A Motion to withdraw this item was made, seconded and approved by a vote of 5-0-0. (Reps. Weinberg, Pavia, de la Cruz, Gross, and Pollack in favor)

2. P32.002	REJECTION ; of the Tentative Agreement with the BOE and the Stamford Administrative Unit (SAU) 12/08/2025 – Submitted by Michael Fernandes and Ryan Fealey 11/13/2025 – Negative Advisory Opinion by Board of Finance 6-0-0	FAILED 1-3-1
------------	---	---------------------

Vice Chair Bobby Pavia stated that, on advice of legal counsel, he had a conflict of interest, recused himself from discussion, and planned to abstain from voting on this item.

Dr. Michael Fernandez and Ryan Fealey presented the tentative three-year successor agreement between the Board of Education and the Stamford Administrators Unit (SAU), covering approximately 90 administrators through the 2028–2029 school year. They outlined the proposed general wage increases of 3.25% in Year 1, 3.25% in Year 2, and 3.5% in Year 3, noting that the total increase of 10.0% (uncompounded) was comparable to average statewide settlements cited at 9.81%. They also reviewed insurance premium cost-sharing changes, salary step structures, and cost projections, and stated that the agreement reflected negotiated outcomes comparable to other districts.

After discussion and questions from the Committee, Dr. Fernandez and Mr. Fealey stated that the proposed wage increases were comparable to statewide settlements and that current administrator salaries were generally consistent with Fairfield County districts. They explained that the higher increase in the third year was the result of negotiations rather than a targeted strategy. They clarified that projected costs reflected both general wage increases and administrators advancing through contractual salary steps. They noted that most administrative positions are filled internally, turnover is low, and competition among districts for qualified administrators is strong. They further explained that if the agreement were rejected, the matter would likely proceed to arbitration, with outcomes that could not be predicted in advance.

Prior to the vote, committee members stated their positions for the record. Members speaking in opposition to rejection cited concerns related to administrator retention, comparability to other districts, and potential uncertainty associated with arbitration. The member voting in favor of rejection cited concerns related to long-term financial impacts and alignment with the Board of Finance's advisory opinion.

A Motion to reject this item was made, seconded and failed by a vote of 1-3-1. (Rep. De la Cruz in favor; Reps. Weinberg, Gross, and Pollack opposed; and Rep. Pavia abstained.)

Chair Weinberg adjourned the meeting at 7:58 p.m.

Respectfully submitted,

Carl Weinberg, Chair

This meeting is on [Video](#)