

REGION
15 POMPERAUG
REGIONAL SCHOOL DISTRICT 15
Serving the Communities of Middlebury and Southbury, Connecticut

Becky Fritzbahn
Human Resources Coordinator

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February 10, 2026

Shawn Mobilio
[REDACTED]
Southbury, CT 06488

Dear Shawn,

Throughout this winter season, district administration has engaged in multiple meetings with you, students, and parents to address concerns regarding the climate and culture of the boys basketball program. As you know, these concerns resulted in your placement on administrative leave while we reviewed the situation and gathered information.

On February 4, 2026, you met with the Athletic Director, High School Assistant Principal, High School Principal, Superintendent, and me to discuss both the concerns that have been raised and your plan for moving forward. The purpose of that meeting was to ensure alignment on expectations and to provide you the opportunity to outline how you intend to positively lead the team for the remainder of the season.

Effective immediately, the following expectations are established as conditions for continued leadership of the basketball program:

- That you develop and implement a clear communication plan for players and parents — including a written outline of your goals, expectations, and plan for the remainder of the season — designed to reset expectations and calm the current tension within the basketball community.
- That you ensure consistency and fairness in your interactions with all players.
- That you demonstrate consistent and equitable treatment of all student-athletes, with awareness of your broader involvement in the basketball community and the importance of maintaining clear professional boundaries within the school program.

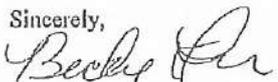
It is imperative that the climate surrounding this program improves. While we recognize that this has been a challenging season competitively, our expectations extend beyond wins and losses. We expect a team environment that promotes student growth, positivity, sportsmanship, and a sense of belonging. The tone set by the head coach is critical in achieving this.

We are committed to supporting you in making the necessary adjustments to restore trust and stability within the program. Our shared goal is to ensure a positive and developmentally

appropriate experience for our student-athletes and a program that reflects well on the district and community.

Moving forward, we will be looking for measurable evidence of improved communication, strengthened morale, and a more constructive team culture. Please consider this letter a formal directive outlining expectations for immediate and sustained improvement. Continued concerns regarding climate, fairness, or professionalism will result in further administrative review and potential action up to and including termination.

Sincerely,



Becky Fairbairn
Human Resources Coordinator

CC: P. Jones, Principal, PHS
R. Plisky, Director of Athletics
Personnel File