



Grievance Number: 19-20-33

Date Filed: 04/28/20

School: Reed

Grievant: Heidi Coty

Principal/Supervisor: Juan Mendoza

Email: hcoty@waterbury.k12.ct.us

Email: jmendoza@waterbury.k12.ct.us

Representative: James Tessitore

Email: jamesst@cea.org

Title: Personnel Files

Articles: 1:6, 3:1, 3:2, 24:1, 24:2, 25:1, 25:2, 29:1, 29:2

Description: Personnel Files. On or about April 15, 2020 the Grievant received a written letter of discipline and one (1) day unpaid suspension without just cause and in violation of rights outlined in accordance with Article 1, 3, 24, 25, 29, Appendix A and all other provisions deemed relevant of the 2016-2019 collective bargaining agreement between the Union and the Board of Education. The Union reserves the right to modify or amend the complaint.

Relief Sought: The Grievant and the WTA requests the following specific relief without deviation: 1) Immediate retraction and cancellation of the letter of discipline. 2) Immediate and permanent removal of the letter of discipline from the Grievant's personnel file. 3) Immediate retraction of the one (1) day suspension and restoration of the equivalent of one (1) day salary. The Union reserves the right to modify or amend the relief sought.

Grievant's Signature

Date



Step 1

Grievance Number:19-20-33

Disposition Date:

***DIRECTIONS TO ADMINISTRATOR: Please write in your response to the grievance in the space provided and sign and date below your response.

Step 1 Decision:

(Administrator or supervisor's signature)

Date

Appealed to Step 2 Date:

Step 2

Grievance Number:19-20-33

Disposition Date:

Step 2 Decision:

(Superintendent or designee's signature)

Date

Appealed to Step 3 Date:

Step 3

Grievance Number:19-20-33



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date



Grievance Number: 19-20-32

Date Filed: 03/11/20

School: West Side Middle School

Grievant: Paula Caldarone

Principal/Supervisor: Peter

Email: pcaldarone@waterbury.k12.ct.us

Email: McCasland

Representative: Kevin Kalach

Email: KKalach@waterbury.k12.ct.us

Title: Personnel Files

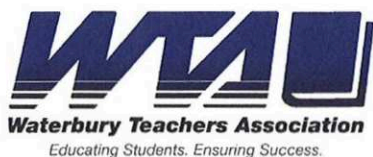
Articles: 24:1, 29:1

Description: On or about March 9, 2020 the Waterbury Department of Education issued the Grievant a written letter of discipline and corresponding termination of Grievant's Middle School Director of Sports position without just cause. These actions constitute a violation of Articles 24(1)(a)(2), 29(1)(a), Appendix B and any other articles deemed relevant and probative of the 2019-2022 collective bargaining agreement (CBA) between the Board of Education (Board) and the Waterbury Teachers Association (WTA).

Relief Sought: The WTA request the following specific relief: 1) Permanent rescission and removal of the March 9, 2020 letter of discipline from the Grievant's personnel file and employment record; 2) Immediate reinstatement to the position of Middle School Director of Sports (Athletic Director).

Grievant's Signature

Date



Step 1

Grievance Number:19-20-32

Disposition Date:

***DIRECTIONS TO ADMINISTRATOR: Please write in your response to the grievance in the space provided and sign and date below your response.

Step 1 Decision:

(Administrator or supervisor's signature)

Date

Appealed to Step 2 Date:

Step 2

Grievance Number:19-20-32

Disposition Date:

Step 2 Decision:

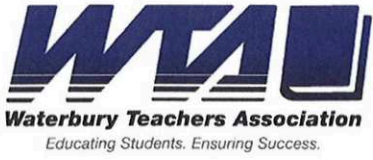
(Superintendent or designee's signature)

Date

Appealed to Step 3 Date:

Step 3

Grievance Number:19-20-32



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date