

WATERBURY BOARD OF EDUCATION

Special Meeting

Thursday, March 7, 2019– 7:15 p.m.

Bucks Hill School, 330 Bucks Hill Road, Waterbury, CT

Silent Prayer

Pledge of Allegiance to the Flag

Roll Call

Public Addresses the Board – Special Meeting Items Only.

1. Committee on Finance – Commissioner Awwad

- 1.1 Request approval to transmit the proposed 2019-2020 Department of Education's Budget request to the Mayor.

2. Committee on Grievances – Commissioner Hernandez

- 2.1 WTA Grievance 17-18-30.
- 2.2 WTA Grievance 18-19-09.
- 2.3 WTA Grievance 18-19-12.
- 2.4 WTA Grievance 18-19-20.

Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #1.1

March 7, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Finance, the Board of Education authorizes the Superintendent of Schools to transmit the 2019-2020 Department of Education's budget request in the amount of \$161,240,000.00, and working towards a reduction of \$2,865,000.00 to total \$158,375,000.00, to the Mayor.

Approved:

Catherine N. Awwad

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #2.1

June 28, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 17-18-30, heard by the Committee on February 26, 2019, be denied.

Approved:

Juanita P. Hernandez



Grievance Number: 17-18-30

Date Filed: 06/13/18

School: Generali

Grievant: PAMELA MATULIS-SARASIN

Principal/Supervisor: Kathy Stamp

Email: MATULIS-SARASIN

Email: kstamp@waterbury.k12.ct.us

Representative: Pam Sarasin

Email: pmatulissarasin@waterbury.k12.ct.us

Title: Preparation Periods

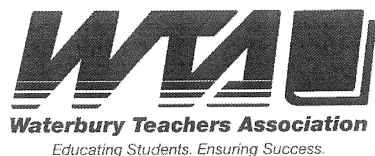
Articles: 7:1, 7:1a, 7:2, 7:3, 7:4, 7:5, 7:6, 7:7, 7:8, 7:9, 7:1

Description: Preparation Periods Preparation Periods. The WTA alleges that the Waterbury Board of Education (Board) is in violation of the 2016-2019 collective bargaining agreement (CBA) at Generali Elementary School as a result of multiple teachers (8 teachers as of June 13, 2018) failing to receive contractual preparation periods. This is a daily, ongoing violation claim. The WTA reserves the right to modify the claim to include any additional related violation and/or impacted contractual provision.

Relief Sought: The WTA requests the following remedies: 1) That the Board immediately cease and desist from said violations and provide prospectively all affected elementary school teachers at Generali the contractual daily preparation period as outlined within the CBA; 2) Pay retroactively all affected teachers that can quantify lost preparation time at each teachers respective per diem hourly rate; 3) Future adherence to all terms and conditions related to preparation periods within the CBA; 4) Any other remedies deemed appropriate and relevant by the WTA and in accordance with terms and conditions of the 2016-2019 CBA. The WTA reserves the right to amend or modify the claim of relief.

Grievant's Signature

Date



Step 1

Grievance Number:17-18-30

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:17-18-30

Disposition Date:

Step 2 Decision:

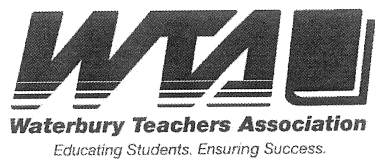
(Superintendent or designee's signature)

Date

Appealed to Step 3 Date:

Step 3

Grievance Number:17-18-30



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #2.2

June 28, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 18-19-09, heard by the Committee on February 26, 2019, be denied.

Approved:

Juanita P. Hernandez



Grievance Number: 18-19-09

Date Filed: 10/24/18

School: Sprague Elementary School

Grievant: Karen Hanas

Principal/Supervisor: Diane Bakewell

Email: khanas@waterbury.k12.ct.us

Email: dbakewell@waterbury.k12.ct.us

Representative: Geraldine Horan

Email: GHoran@waterbury.k12.ct.us

Title: Preparation Periods

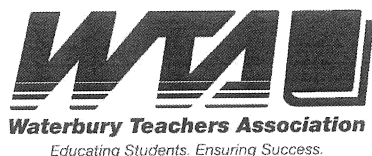
Articles: 7:2

Description: Preparation Periods The Grievants (Karen Hanas, Marilyn Baker, Gina Griffin, Alana Lokites) have been denied their contractual weekly free period during the student recess period. The Grievants are performing recess duty and providing the normal instruction during the free recess period. This is a violation of Article 7(2) and any other articles deemed relevant pursuant to the 2016-2019 collective bargaining agreement between the WTA and the Board.

Relief Sought: The WTA requests the following specific relief: 1) Restoration of all weekly free periods during the recess periods for affected Grievants. 2) Compensation for all affected Grievants based on total lost minutes at each Grievant's respective per diem hourly rate of pay. 3) Any other remedy agreed to and deemed satisfactory by the WTA.

Grievant's Signature

Date



Step 1

Grievance Number:18-19-09

Disposition Date:10/30/18

***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:

D. Bakewell's response "This cannot be resolved at the building level."

(Administrator or supervisor's signature)

Date

Appealed to Step 2 Date: 11/07/18

Step 2

Grievance Number:18-19-09

Disposition Date:

Step 2 Decision:

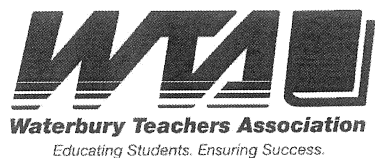
(Superintendent or designee's signature)

Date

Appealed to Step 3 Date:

Step 3

Grievance Number:18-19-09



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #2.3

June 28, 2018

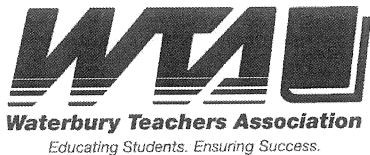
To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 18-19-12, heard by the Committee on February 26, 2019, be denied.

Approved:

Juanita P. Hernandez



Grievance Number: 18-19-12

Date Filed: 11/07/18

School: Career Academy

Grievant: Robbin Pierz

Principal/Supervisor: Louis Padua

Email: rpierz@waterbury.k12.ct.us

Email: lpadua@waterbury.k12.ct.us

Representative: Michael Aftowski

Email: maftowski@waterbury.k12.ct.us

Title: Teacher Protection

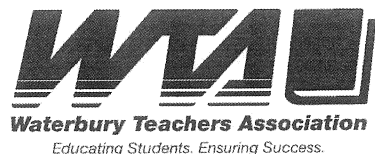
Articles: 24:1, 29:1

Description: The Grievant, Robbin Pierz, has been issued a written letter of discipline without just cause in violation of rights outlined in accordance with Article 24(1)(a)(1) and 29(1)(a) of the 2016-2019 collective bargaining agreement between the Union and the Board of Education.

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 personnel file.

Grievant's Signature

Date



Step 1

Grievance Number:18-19-12

Disposition Date:11/28/18

***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:

Denied at level 1

(Administrator or supervisor's signature)

Date

Appealed to Step 2 Date:

Step 2

Grievance Number:18-19-12

Disposition Date:11/28/18

Step 2 Decision:

Denied at level 2

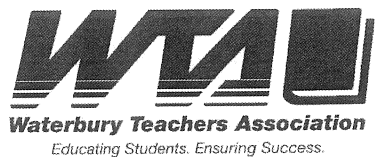
(Superintendent or designee's signature)

Date

Appealed to Step 3 Date:

Step 3

Grievance Number:18-19-12



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date



Grievance Number: 18-19-20

Date Filed: 12/12/18

School: Wilson

Grievant: THOMAS HAINES

Principal/Supervisor: Jennifer Rosser

Email: HAINES

Email: jrosser@waterbury.k12.ct.us

Representative: Kevin Egan

Email: kegan@waterbury.k12.c.tus

Title: Teacher Protection

Articles: 29:1

Description: Personnel Files: The Grievant, Thomas Haines, has been issued a written letter of discipline and a 5-day unpaid suspension without just cause in violation of rights outlined in accordance with Article 29(1)(a) of the 2016-2019 collective bargaining agreement between the Union and the Board of Education.

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 personnel file. 3) Immediate retraction of 5-day suspension without pay

Grievant's Signature

Date

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #2.4

June 28, 2018

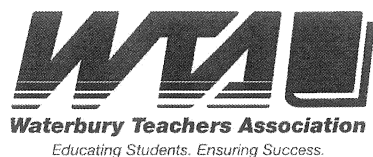
To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 18-19-20, heard by the Committee on February 26, 2019, be denied.

Approved:

Juanita P. Hernandez



Step 1

Grievance Number:18-19-20

Disposition Date:12/17/18

***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:

Jennifer Rosser's response "This can not be resolved at the building level."

(Administrator or supervisor's signature)

Date

Appealed to Step 2 Date: 12/19/18

Step 2

Grievance Number:18-19-20

Disposition Date:

Step 2 Decision:

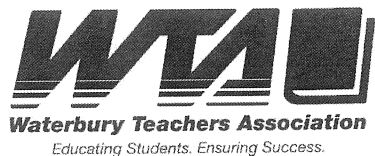
(Superintendent or designee's signature)

Date

Appealed to Step 3 Date:

Step 3

Grievance Number:18-19-20



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date