GROTON BOARD OF EDUCATION
SPECIAL MEETING MINUTES
SEPTEMBER 18, 2024 @ 6:00 P.M.
CENTRAL OFFICE, ROOM 11

MEMBERS PRESENT: Jay Weitlauf-Chairperson, Beverly Washington-Vice Chairperson, Andrea Ackerman, Dean Antipas, Adrian Johnson, Matthew Shulman, Ian Thomas, Jennifer White, Michael Whitney

ALSO PRESENT: Susan Austin, Floyd Dugas (Board Attorney), Denise Doolittle, Laurie LePine, Diana Busch (CSEA Staff Representative), Jennifer Corbeil (CSEA Chapter President)

I. CALL TO ORDER – Mr. Jay Weitlauf, Chairperson, called the meeting to order at 6:01 p.m.

II. DISCUSS AND POSSIBLE ACTION RE: LEVEL II PARAEDUCATOR GRIEVANCES

Mr. Weitlauf introduced Attorney Dugas, who began the grievance hearings. Attorney Dugas began the meeting by explaining the language of the grievance and explained the Board's role in the grievance. He introduced Diana Busch (CSEA Staff Representative).

1st Grievance – Institutional Grievance, Article 2 – Rights and Responsibility of the Board of Education filed on May 24, 2024. Ms. Busch explain the grievance:

- June 10 – Union met with the district and the union noted that the district had failed to comply with collective bargaining agreement regarding the hiring of classroom assistants.
- Exhibit #2 – Contract language, Article 2, Section 2.2 regarding how the district can hire part time classroom assistants.
- Exhibit #3 – The Union was given a response from the district
- Exhibit #4 – The Union obtained from the district an information request regarding the names of employees that were hired in classroom assistant roles and the classroom assistant will be listed as a Kindergarten aide or a Lunch/recess aide.
- Exhibit #5 – The district's information regarding the Union's request of the actual hours that these classroom assistants had worked during the 2023-34 school year.

Mrs. LePine shared 2 documents and walked the Board through each exhibit.

The Union is seeking to have the district comply with the contract (Article 2, Section 2.2).

2nd Grievance – Article 19 – Seniority and Recall filed on June 18, 2024. Ms. Busch gave details of the grievance:

- Exhibit #2 – Copy of the contract regarding Article 19, Section 19.3A.
- The Union met with the Superintendent and Mrs. LePine.
- Exhibit #3 – In February/April the Union had discussion with the Board.
- Exhibit #4 – the Union sent a letter to Mrs. LePine asking when the Union would be notified of layoffs.
- Exhibit #5 – Mrs. LePine responded that she was working on it and that it should be completed by the end of the week.
- On 6/7 Tutors affected by layoff received notifications from the Board.
- 6/18 the Union filed a grievance on this. The Board cited that they did give notification.

- Exhibit #6 – The Board's grievance response stated that the Union leadership was aware months prior that there would be layoffs issue to tutors and that the Budget wasn't finalized by the Town until 5/24/24.
- The Board stated that they did give proper notification.
- The Union's contention is that the Board violated Collective Bargaining grievance.
- Exhibit #7 – The Union requested a list of employees that received layoff notifications.
- The Union contends that the Board had full knowledge of the upcoming budget prior to submitting the budget to the Town.
- The Union requested that the affected employees be made whole in every way per the collective bargaining agreement.

Mr. Weitlauf recessed the meeting at 8:37 p.m. for the Board to deliberate on each grievance.

The Board returned to Open Session at 9:52 p.m.

First Grievance:

MOTION: Antipas, Whitney: To sustain the grievance insofar as the administration has failed to provide notice to the union of hiring in the circumstances described in section 2.2 a, b, and c. The administration is directed to provide such notice prospectively. To the extent the union claims the contract was violated by using non-union employees to perform bargaining unit work, the grievance is denied.
YES – Weitlauf, Ackerman, Johnson, Shulman, White, Whitney
NO – Antipas
ABSTAINED – Thomas, Washington
PASSED

Second Grievance: Mr. Weitlauf stated that with regard to the second grievance presented on Article 19, the Board will continue to deliberate at a future date and take action at that time.

III. ADJOURNMENT

MOTION: Ackerman, Shulman: To adjourn at 9:38 p.m.
PASSED UNANIMOUSLY