

Committee Meeting Agenda/Minutes

Committee:	BOE Grievance Committee		
Location: Superintendent's Office Chase Building/Room 158 236 Grand Street	Date of Meeting: Tuesday June 9, 2026	Start Time: 5:15 p.m.	Finish Time:

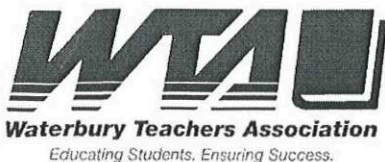
Team Norms:
1. All meetings will start on time 2. All team members will agree to stay on specific agenda topics 3. A specific agenda will be set for all meeting

Commissioners Present:	Staff Present:
Click or tap here to enter text.	Click or tap here to enter text.

AGENDA			MOTION
	Agenda Item	Time Allotted	Motion by/seconded by Vote tally
1.	WTA Grievance 25-26-03		Click or tap here to enter text.
2.	Adjournment		

Additional notes/minutes: Click or tap here to enter text.

Minutes prepared by: Click or tap here to enter text.



Grievance Number: 25-26-03

Date Filed: 04/02/26

School: John F Kennedy HS

Grievant: Myra Lopez

Principal/Supervisor: Rob Johnston

Email: mlopez1@waterbury.k12.ct.us

Email: rjohnston@waterbury.k12.ct.us

Representative: Alyson Ortiz

Email:

Title: Non-Teaching Duties

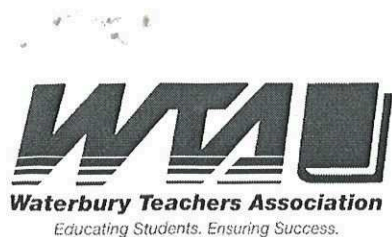
Articles: 7:5, 7:9, 7:10, 8:1, 8:2

Description: The grievant alleges the Board is in violation of unassigned periods and preparation periods pursuant to Articles 7, 8 and any other article deemed applicable of the 2023--2026 WTA-BOE collective bargaining agreement.

Relief Sought: That the District cease and desist from using preparation time and unassigned time interchangeably. Preparation time shall remain free from assigned duties, and unassigned time shall be preserved as a distinct period for the full range of non-teaching duties, both assigned and unassigned, as defined in the contract. Further, that the District cease and desist from scheduling unassigned time in a manner that allocates the entire period to assigned duties to the exclusion of other non-teaching duties, and instead ensure that unassigned time remains available for all such duties to be performed within the school day.


Grievant's Signature

4/2/26
Date



Disposition Date:

Step 3 Decision:

(Board of Education designee's signature)

Date



To: Myra Lopez-WTA Member and Her WTA Leadership (President Kevin Egan, Danielle Byron, Kasey Sullivan)
From: Geen Thazhampallath
CC: Superintendent Darren Schwartz
Deputy Superintendent Juan Mendoza, Sr. HR Generalist Jennifer Orso-Marino
RE: WTA Grievance 25-26-3 Stage 2 Level 2 Decision
Date: May 6, 2026

As the Superintendent's designee as the Director of HR within the Human Capital Office, on **Wednesday, April 29, 2026** I heard **WTA Grievance 25-26-3 Stage 2 Level 2**, as presented by the Waterbury Teachers Union on behalf of **Kennedy Teacher Myra Lopez**. After considering all the statements presented, the Stage 2, Level 2 WTA Grievance **is denied** under the language of the collective bargaining agreement. The claim by Lopez during the hearing was essentially that she is entitled to a prep period **and** additional unassigned time.

1. During the grievance hearing Lopez acknowledged that she is receiving appropriate prep time and can be assigned duties. There is no claim that non-teaching duties are being assigned to Lopez unequally. Article 8 requires that duties be assigned equally and as practicably as possible. The district notes that this is indeed the case in this instance.
2. The district also notes there is no claim or any evidence that assignment was arbitrary or capricious. To the contrary, Lopez acknowledged that when the matter first surfaced as an issue, the school leadership took direct steps to assist her by providing her a study hall duty to provide her more, not less structured time to address her incomplete but necessary tasks.
3. Furthermore, the district notes that under Article 7 Section 10, all unassigned periods can be assigned to non-teaching duties in support of academic or student needs. This is exactly the case in this matter with the Kennedy administration acting within the bounds and language of the contract.
4. Finally, the district notes that Lopez also acknowledged that any extra classes that she took on in previous semesters were voluntary in nature.

Based on the foregoing the grievance **is denied**.

Thank you.

Geen Thazhampallath

HR Director-WPS