

**Minutes**  
**Watertown Board of Education**  
**Policy & Labor Committee Meeting**  
**Monday, July 1, 2013 – 6:00 p.m.**  
**Swift Middle School, Oakville CT**  
**Room 162**

**Members Present:** Eric Berthel, Chairman of the Policy & Labor Committee  
Guy Buzzannco, Chairman, Board of Education  
Richard Beland, Board of Education, Committee Member  
Susan McCabe, Board of Education, Committee Member  
Mary Colangelo, Board of Education, Committee Member  
Ray Nardella, Board of Education

**WAA Members:** Mary Lou Lerz, Principal, Swift Middle School, WAA President  
Lisa Rommel, Principal, Judson Elementary School, WAA Vice President  
Kathy Scully, Principal, John Trumbull Primary School, WAA Secretary  
Laura Meka, Principal, John Trumbull Primary School, WAA Treasurer  
Gary Maynard, Representative for WAA , President of the States Administrator's Association

**Others Present:** Dr. Gail Gilmore, Superintendent of Schools  
Pasquale Buccitelli, Business Manager  
Attorney Rich Mills  
Barbara Peck, BOE Central Office  
Donna Rochester, Director of Student Services-BOE Central Office

**1. Convene Meeting**

Mr. Berthel, Chairman of the Policy & Labor Committee, convened the meeting at 6:00 p.m.  
All interested parties introduced themselves.

**2. Review of the Grievance**

Mr. Berthel thanked everyone for being there tonight to bring to our attention the grievance.  
Mr. Maynard read the grievance on behalf of the WAA. The grievance revolves around the filling of the Language Arts position. The WAA states that this position is in the contract. They are not asking for additional demand, they are asking for the position to be filled per the contract. The monies have always been there but the position filled with temporary positions. This means that the hired persons do not go through the normal hiring process and there is no

formal direction for the position. They went on to discuss the monies spent on interim employees. They do not feel anything was done to address the grievance.

Mr. Berthel asked for the response to the grievance and the response was read by Attorney Mills. He passed out relevant documents to everyone. He went through the timeline of the grievance. He then read and summarized the pages that he passed out. He then passed out the salary schedules going back to the 1999-2000 school year to show that the position was not filled for approximately 15 years. He points out that the district has the right to determine what positions will be filled and will not be filled, what is needed educationally, and management can decide what positions are needed in each building. He notes that it is very common to have positions listed that are not ultimately filled as they also have the right to eliminate positions if needed. He also points out that while this position has been in the contract for 15 or so years, that it has not been filled. If the association felt that the contract was violated, they should have taken this up many years ago, as the time line is clearly spelled out.

The Board of Education members asked questions and received relevant responses. It was asked if there was a job description and there is not according to the BOE, however, the WAA feels that there is one as there was someone in the position. Mr. Maynard went on to discuss that money was spent on the position but on interim people. They want the same money spent on a permanent person, full or part time, but someone who is part of the district, not people who will come and go. There were several other questions asked and answered. Closing remarks were made by the WAA that summed up the same issues they presented earlier. Mr. Buzzannco then asked why the urgency was now and the response from Mr. Maynard was that they want to make sure the best is done by the children for reading, test scores, getting the best people in the position and posting the position helps to do that. Attorney Mills then summed up the district's position.

Ms. Rommel finished by saying that the WAA realizes this was a discretionary position, up until two years ago. Then the district really starting bringing in people to fill it. They have brought the position up to common core, but are funding the positions through consultants instead of hiring through the union. In year two, it is happening again and it became a concern that this is a position that they are filling with consultant as opposed to hiring someone to take it that is part of our district, even if it is part time. Because of the last two to three years of temporary people, we now feel it should be a permanent position for the benefit of the children.

Mr. Berthel closed the evidentiary portion.

Subject: To Recess into a Non Meeting for the Purpose of Conducting  
Deliberations Regarding the Grievance

Motion Presented By: Ms. Colangelo

Motion Seconded By: Mr. Beland

Text of the Motion: I move that we recess into a non-meeting for the purpose of conducting deliberations regarding the grievance.

Discussion: None

Time of the Motion: 6:28 p.m.

Opposed: None

Abstained: None

Vote: Motion Passes

### **3. Decision of the Committee**

Subject: Decision of the Committee

Motion Presented By: Mr. Beland

Motion Seconded By: Ms. Colangelo

Text of the Motion: Mr. Chairman, I move that the Policy and Labor Committee deny the grievance filed by the Watertown Administrators' Association on April 24, 2013 and heard by the Policy and Labor Committee on July 1, 2013, on the ground that: 1) the grievance was not filed in accordance with the timeline set forth in the contract, and the Association has therefore waived the right to pursue the grievance; and 2) even if the grievance had been filed in accordance with the contract, no violation of the contract occurred; and I move further that the Board express its appreciation for the views expressed by the Association during the grievance hearing with respect to the importance of providing high quality language arts services for our students.

Discussion: Mr. Berthel: The board appreciates the dialog that we had and for bringing this to our attention. (The mic did not pick up the last sentence.)

Opposed: None

Abstained: Ms. McCabe

Vote: Motion Passes

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### **4. Adjournment**

Subject: Adjournment

Motion Presented By: Ms. Colangelo  
Motion Seconded By: Mr. Beland  
Text of the Motion: To adjourn the meeting

Discussion: None

Opposed: None

Abstained: None

Vote: Motion Passes

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The meeting adjourned at 7:31 p.m.

**Respectfully submitted by,**

**Mindi Davidson  
Recording Secretary**