

**BOARD OF EDUCATION  
SPECIAL MEETING MINUTES  
MARCH 7, 2017**

A special meeting of the Enfield Board of Education was held in the Board Conference Room located at 27 Shaker Road, Enfield, CT on March 7, 2017.

1. **CALL TO ORDER:** The meeting was called to order at 6:30 PM by Chairman Sirard

2. **PLEDGE OF ALLEGIANCE:** Chairman Sirard

3. **FIRE EVACUATION ANNOUNCEMENT:** Chairman Sirard announced the fire evacuation announcement.

4. **ROLL CALL:**

**MEMBERS PRESENT:** Ray Peabody, Walter Kruzel, Tina LeBlanc, Tim Neville, Stacy Thurston and Tom Sirard

**MEMBERS ABSENT:** Rich Regnier, Vincent Grady and Lori Unghire

**ALSO PRESENT:** Mr. John Coccia, Chief Personnel Officer; Mr. Christopher Drezek, Deputy Superintendent; and Board Attorney Jared Lucan

5. **PRESENTATION AND DISCUSSION RELATED TO CSEA/SEIU LOCAL 760 GRIEVANCE**

Board Attorney Jared Lucan stated we are here today to consider the three institutional grievances brought by the Union on behalf of members of the bargaining unit. The first grievance #17,507 relates to grievance procedures. The second grievance #17,508 relates to union activity. The third grievance #17,509 relates to information request. These three grievances were originally filed at level two of the contractual grievance process. The Union did not meet with Mr. Coccia on the dates and times offered by Mr. Coccia. Accordingly, the Union has not provided a basis for its grievances.

Board Attorney Mr. Lucan stated that we are also here to consider one grievance #17,495 related to the termination of an employee Bonnie Ares. Again, the Union did not meet with both Ms. Carroll and Mr. Coccia regarding the Ares matter.

Board Attorney Mr. Lucan further stated that on March 2, 2017 the Union's representative, Joanna James was notified that the Board level grievance filed by the Union would be heard by the Board on March 7, 2017 at 6:30 PM. Today at 10:53 AM, Ms. James contacted Mr. Coccia and indicated that the Union was unavailable to discuss the grievances tonight. Prior to today, the Union had not indicated that it was unavailable for the special meeting noticed for tonight.

6. **EXECUTIVE SESSION:**

Mrs. LeBlanc moved, seconded by Mr. Neville to enter into a non-meeting.

A vote by **show-of-hands 6-0-0** passed unanimously.

The Board remained in the Board Conference Room for the non-meeting session portion of the meeting. Mr. Coccia, Mr. Drezek and Attorney Lucan joined the Board in Executive Session per Chairman Sirard's request.

No Board action occurred while the Board was in Executive Session.

**7. ACTION IF ANY, RELATED TO COLLECTIVE BARGAINING**

Mr. Peabody moved, seconded by Mrs. Thurston that the Enfield Board of Education denies CSEA, Local 2001 grievance #17,507 received by the Board on February 27, 2017 heard by the Board on March 7, 2017 on the grounds that it is untimely, without merit, was filed to arbitration before being heard by the Board and because the Union failed to appear at the hearing or present any evidence to establish a violation of any specific term of the collective bargaining agreement.

A vote by **roll-call 6-0-0**, passed unanimously and the grievance is therefore denied.

Mr. Peabody moved, seconded by Mrs. Thurston that the Enfield Board of Education denies CSEA, Local 2001 grievance #17,508 received by the Board on February 27, 2017 heard by the Board on March 7, 2017 on the grounds that it is untimely, without merit, was filed to arbitration before being heard by the Board and because the Union failed to appear at the hearing or present any evidence to establish a violation of any specific term of the collective bargaining agreement.

A vote by **roll-call 6-0-0**, passed unanimously and the grievance is therefore denied.

Mrs. Thurston moved, seconded by Mr. Kruzel that the Enfield Board of Education denies CSEA, Local 2001 grievance #17,509 received by the Board on February 27, 2017 heard by the Board on March 7, 2017 on the grounds that it is untimely, without merit, was filed to arbitration before being heard by the Board and because the Union failed to appear at the hearing or present any evidence to establish a violation of any specific term of the collective bargaining agreement.

A vote by **roll-call 6-0-0**, passed unanimously and the grievance is therefore denied.

Mrs. Thurston moved, seconded by Mr. Kruzel that the Enfield Board of Education denies CSEA, local 2001 grievance #17,495 received by the Board on February 23, 2017 and heard by the Board on March 7, 2017 on the grounds that it is without merit as there was just cause to terminate the grievant Bonnie Ares and the Union failed to appear at the hearing or present any evidence to the contrary and because it is untimely.

A vote by **roll-call 6-0-0**, passed unanimously and the grievance is therefore denied.

**8. ADJOURNMENT**

Mrs. Thurston moved, seconded by Mr. Kruzel to adjourn the Special Meeting of March 7, 2017.

All ayes, motion passed unanimously.

Meeting stood adjourned at 6:57 PM.

Tina LeBlanc  
Secretary  
Board of Education

Respectfully Submitted,

Chris Drezek, Deputy Superintendent