

**TORRINGTON BOARD OF EDUCATION**  
**SPECIAL MEETING**  
December 10, 2008

**CALL TO ORDER**

The special meeting was called to order by Paul Cavagnero at 7:10 p.m. to hear and/or deliberate over two grievances: one brought by the Torrington Public Schools Administrator's Association on behalf of Cathleen Todor and the other by the Torrington Education Association on behalf of Richard Harvey

**MEMBERS PRESENT:** Mr. Cavagnero Mr. Lyons, Mr. Mattiello, Mr. Nargi, Ms. Raymond, Prof. Royals, Mr. Rubino

**MEMBERS ABSENT:** Mr. Broverman, Miss Laus, Mr. Oliver

**OTHERS PRESENT:** TPSAA grievance : Attorney Victor M. Muschell, Board Counsel

TEA grievance: Attorney Victor M. Muschell, Board Counsel Superintendent Susan O'Brien, Attorney Christine Chinni Special Board Counsel to present the administrations' case, Richard Harvey, grievant, Michelle O'Neil CEA UniServ Rep., Robert Namnoum CEA UniServe Rep.

MOTION by Ms. Raymond to enter into executive session to discuss personnel i.e. to deliberate on the Todor grievance, seconded by Mr. Nargi. Attorney Muschell was invited in. Unanimous vote in favor at 7:12 PM.

MOTION by Ms. Raymond and seconded by Mr. Nargi to enter into public session. Unanimous vote in favor at 7:44PM.

MOTION by Mr. Mattiello seconded by Mr. Lyons as follows:

*Move that Principal Cathy Todor's suspension without pay be rescinded and that she be made whole; that CEU credits be afforded at the District's expense provided the credits do not exceed the actual or relative cost of the CEUs missed due to the suspension; and that the letter of reprimand dated August 15, 2008 be rescinded and removed from her personnel file along with all related materials and be replaced by a letter of reprimand stating that she is being reprimanded for violations of Board policy regarding the appropriate use of the district e-mail system. Motion carried six (6) to one (1) opposed (Prof. Royals)*

MOTION by Ms. Raymond to enter into executive session to hear the Harvey grievance, seconded by Mr. Nargi. The following were invited in: Attorney Victor M. Muschell, Board Counsel Superintendent Susan O'Brien, Attorney Christine Chinni Special Board Counsel to present the administrations' case, Richard Harvey, grievant, Michelle O'Neil CEA UniServ Rep., Robert Namnoum CEA UniServe Rep. Unanimous vote in favor at 7:58 P.M.

The hearing concluded at 8:20 at which time all invitees left except for Attorney Muschell. The Board continued in executive session to deliberate on the grievance.

MOTION by Ms. Raymond and seconded by Mr. Nargi to enter into public session.  
Unanimous vote in favor at 8:27 P.M..

MOTION by Mr. Mattiello seconded by Mr. Lyons as follows:

*Move that the grievant's one-day suspension taken on August 25, 2008 be rescinded and that he be made whole; that the letter of reprimand to him dated August 20, 2008 be rescinded and removed from his personnel file, and replaced by a letter of reprimand reprimanding the grievant for violations of the Board's policy regarding the appropriate use of the District's e-mail system. Motion carried with six (6) in favor and one (1) abstention (Prof. Royals)*

There being no further business the meeting was ADJOURNED.