

FREEDOM OF INFORMATION COMMISSION  
OF THE STATE OF CONNECTICUT

In the Matter of a Complaint by

FINAL DECISION

Gina Tyler,

Complainant

against

Docket #FIC 2025-0191

Executive Director, State of Connecticut,  
Connecticut Technical Education and Career  
System; and State of Connecticut,  
Connecticut Technical Education and Career  
System

Respondents

March 16, 2026

The above-captioned matter was heard as a contested case on July 17, 2025, at which time the complainant and respondents appeared, stipulated to certain facts, and presented testimony, exhibits and argument on the complaint. The hearing was continued to afford the parties an opportunity to narrow the scope of the request and provide records to the complainant. A continued hearing was convened on October 2, 2025, at which time the complainant appeared but the respondents failed to appear.<sup>1</sup>

After consideration of the entire record, the following facts are found and conclusions of law are reached:

1. The respondents are public agencies within the meaning of §1-200(1), G.S.
2. It is found that by email dated January 13, 2025, the complainant requested that the respondents provide her with copies of the following records:

- 1) Any/All documents as outlined below related to the recent Grasso Tech Hairdressing Department Head Job posting and interview that resulted in NO CANDIDATE being selected after

---

<sup>1</sup> The Commission notes that both parties were emailed a Notice of Continued In-Person Hearing on September 2, 2025, scheduling this matter for October 2, 2025. The Commission also mailed the Notice of Continued In-Person Hearing to respondents' counsel, via certified USPS mail, and such notice was received on September 8, 2025. Additionally, on October 2, 2025, Commission staff called the respondents and their counsel but received no response. As of the date of the Report of Hearing Officer in this matter, the respondents had not submitted any correspondence to the Commission regarding their absence at the October 2, 2025, hearing in this matter

interviewing for the position, which is the same position that ultimately resulted in a second interview conducted on 11/12/24.

- All applicant's completed application packages, and all documents, and (Certifications) related to the initial screening/scoring of these applications, including the Applicant Flow Chart, Teacher Application/Resume Review, and the memorandum letter summarizing all applicants demographics and justification for non-hire/no chosen candidate from this interview.
- ANY/ALL email/communication sent or received including ANY communications with anyone about this posting, including internal and external emails between ANY State employees and non State employees, and ANY communication with the CT SVFT Local 4200A Union officials or CT SVFT Local 4200A representatives.
- To include the completed Interview Rating Sheet completed by All/Each interview committee members, and the candidate writing prompts for ALL/Each interviewed candidates.
- ANY/ALL documents and/or lesson plans, submitted to the interview committee by each interview candidate.
- ANY/ALL notes taken by ANY/ALL interview committee members before, during or after the interview process.
- The original job posting itself.
- Justification for EACH candidate NOT selected for the position.
- ANY/ALL communications pertaining to the recommended candidate by anyone.

2) Posting # 58715-ANY/ALL documents as outlined below related to the Grasso Tech Hairdressing Department Head job posting and interview conducted on 11/12/24

- ALL applicant's completed application packages, and ALL documents, and (Certifications) related to the initial screening/scoring of these

applications, including the Applicant Flow Chart, Teacher Application/Resume Review.

- ANY/ALL emails including ANY communication with anyone about this job posting, including internal and external emails between State employees and non State employee communication, and ANY communication with the CT SVFT Union 4200A officials or CT SVFT 4200A representatives.
- ANY/ALL EMAILS/ communications sent to the selected candidate Carrie Juhasz, and ANY/ALL EMAILS/communications received by any CT State employee from the selected candidate Carrie Juhasz.
- To include the completed Interview Rating Sheet completed by ALL interview committee members for ALL interviewed candidates.
- ANY/ALL documents and/or lesson plans, submitted to the interview committee by each interview candidate.
- ALL writing prompts completed by ALL interview candidates.
- ANY/ALL notes taken by all of the interview committee members during the interview process.
- The original job posting itself.
- ANY/ALL communication pertaining to the recommended candidate by anyone.
- ANY/ALL documentation for justification for EACH candidate NOT being offered the position.

3) ANY/ALL Documents/Interview documents, applicants certifications/qualifications, AND communication with anyone related to the recent promotion of AnnMarie Ludwig from Abbott Hairdressing Instructor to the Abbott Tech Hairdressing Department Head Position as a result of the recent retirement of Mada Carpanzano Department Head

- Documentation of the interviews completed as required for a promotion from a Trade Instructor to a Department Head into a “higher class” salary position.

- To include the original job posting itself
- 4) ANY/ALL Documents/interview documents. Email/communication with anyone, including SVFT UNION 4200A officials related to the Norwich Tech Hairdressing Department Head INTERNAL POSTING that ULTIMATELY resulted in an external posting due to Sue Fox retiring. (Including the original job posting itself)
- 5) ANY/ALL documents as outlined below related to the most recent Norwich Tech Hairdressing Department Head job posting and interview conducted that resulted in the most recent Department Head hire
- ALL applicants completed application packages, and ALL documents and (Certifications) related to the initial screening/scoring of these applications, including the Applicant Flow Chart, Teacher Application/Resume Review.
  - ANY/ALL emails including ANY communication with anyone about this job posting, including internal and external emails/communication with the CT SVFT Union 4200A officials or CT SVFT 4200A representatives.
  - To include the completed Interview Rating Sheet completed by ALL interview committee members for ALL interview candidates.
  - ANY/ALL documents and/or lesson plans, submitted to the interview committee by each interview candidate.
  - ALL writing prompts completed by ALL interview candidates.
  - ANY/ALL notes taken by all of the interview committee members during the interview process.
  - The original job posting itself.
  - ANY/ALL communication pertaining to the recommended candidate by anyone.
  - ANY/ALL documentation for justification for EACH candidate NOT being offered the

position.

6) ANY/ALL Documents/Interview documents, applicant's certifications/qualifications, AND any communication with anyone related to the recent promotion of Peter Civiteno to Grasso Tech Automotive Department Head.

7) EVERY EMAIL in the "sent" folder of jesshua.jarmon@cttech.org sent from September 1, 2025 and forward to date.

8) EVERY EMAIL RECEIVED BY ANY State Employee from Jesshua@icloud.com

9) EVERY email response sent to jesshua@icloud.com in response to her sent emails.

10) ALL communication/notes/emails referencing Gina Tyler CT State employee #416493 between ANY administrators/CTECS staff/ Grasso Tech parents/all central office staff/SVFT Union 4200A representatives about the hiring/promotion /interviewing/concerns/performance/opinions or complaints since Gina Tyler's internal application for the 2024 Department Head position at Norwich tech and forward to date.

3. It is found that by email dated January 14, 2025, the respondents acknowledged the complainant's January 13, 2025 request.

4. It is found that by email dated February 26, 2025, the respondents informed the complainant they were working on her request but had no timetable for production.

5. It is found that by letter of complaint dated March 23, 2025, and received March 24, 2025, the complainant appealed to this Commission, alleging that the respondents violated the Freedom of Information ("FOI") Act by failing to provide her with the requested records as described in paragraph 2, above.

6. Section 1-200(5), G.S., provides:

"[p]ublic records or files" means any recorded data or information relating to the conduct of the public's business prepared, owned, used, received or retained by a public agency, or to which a public agency is entitled to receive a

copy by law or contract under section 1-218, whether such data or information be handwritten, typed, tape-recorded, videotaped, printed, photostated, photographed or recorded by any other method.

7. Section 1-210(a), G.S., provides in relevant part that:

[e]xcept as otherwise provided by any federal law or state statute, all records maintained or kept on file by any public agency, whether or not such records are required by any law or by any rule or regulation, shall be public records and every person shall have the right to . . . (3) receive a copy of such records in accordance with section 1-212.

8. Section 1-212(a), G.S., provides in relevant part that “[a]ny person applying in writing shall receive, promptly upon request, a plain, facsimile, electronic or certified copy of any public record.”

9. It is concluded that the requested records, to the extent they exist and are maintained by the respondents, are public records within the meaning of §§1-200(5) and 1-210(a), G.S.

10. The complainant and respondents appeared at the July 17, 2025 hearing on this matter. It is found that, although the respondents had provided the complainant with copies of certain records responsive to the request described in paragraph 2, above, the complainant contended that all responsive records had not been provided. It is found that the respondents did not dispute the complainant’s contention and expressed concern about the voluminous nature of her request.<sup>2</sup> The hearing was continued to afford the parties the opportunity to meet, potentially both narrow the scope of the request and produce records in advance of a continued hearing.

11. It is found that, between the first and second hearings, the parties met to discuss the nature and scope of records that the complainant believed were responsive to her request but that had not been provided.<sup>3</sup>

---

<sup>2</sup> The fact that a request is “burdensome” does not relieve the respondents from their obligations under the FOI Act. Apostle Immigrant Services and St. Rose of Lima Church v. Leonard Gallo, Chief, Police Department, Town of East Haven, et al., Docket #FIC 2009-665 (April 28, 2010); Backman v. Sullivan, Commissioner, State of Connecticut, Department of Transportation, Docket #2000-401 (November 8, 2000); *See also, Wilden v. FOIC*, 56 Conn. App. 683, 687 (2000) (agency not required to conduct research, but not excused from complying with “burdensome” request).

<sup>3</sup> During her testimony at the hearing on October 2, 2025, the complainant notified the undersigned hearing officer that the assigned ombudsman participated in such meeting. While the undersigned hearing officer takes notice that the parties met with the ombudsman, no further evidence was considered from this meeting. See §1-21j-29(d), Reg. of Conn. State Agencies (absent consent from all parties, communications between the parties and the ombudsman are not permitted into evidence).

12. It is found that following the parties' meeting referenced in paragraph 11, above, the respondents provided the complainant with copies of two additional responsive records, as well as emails.<sup>4</sup>

13. During the October 2, 2025 hearing, at which the respondents did not appear, the complainant testified about the types of records she believed remained outstanding, which included emails, job interview invitations, job postings, application packets, job scoring and interview rating sheets.

14. Based on the foregoing, including the respondents' failure to appear at the October 2, 2025, hearing on this matter, it is found that the respondents failed to prove that they conducted a diligent and thorough search for records responsive to the complainant's request.

15. It is therefore found that the respondents failed to prove that they provided the complainant with a copy of all records responsive to the request described in paragraph 2, above.

16. Accordingly, under the facts and circumstances of this case, it is concluded that the respondents violated the promptness and disclosure requirements of §§1-210(a) and 1-212(a), G.S.

The following order by the Commission is hereby recommended on the basis of the record concerning the above-captioned complaint:

1. Within 30 days of the date of the Notice of Final Decision in this matter, the respondents shall commence a rolling production to the complainant of copies of the remaining records responsive to the request described in paragraph 2, of the findings above. The respondents shall continue to provide copies of such records to the complainant, free of charge, at least every 30 days thereafter, until copies of all such records have been provided to the complainant. The respondents shall complete such production no later than 6 months from the date of the Notice of Final Decision in this matter.


2. In complying with paragraph 1 of the order above, the respondents may withhold any responsive records, or portions thereof, that are exempt under §1-210(b)(6), G.S., (i.e., test questions, scoring keys and other examination data used to administer a licensing examination, examination for employment or academic examinations); and §1-210(b)(11), G.S., (names or addresses of students enrolled in any public school or college). If, pursuant to this order, the respondents withhold any record they claim is subject to an exemption, they shall submit an affidavit to the complainant detailing the type of record withheld and the exemption upon which they relied for withholding such record. If the complainant wishes to challenge the withheld records, or portions thereof, she may file a complaint with the Commission, wherein she may request expedited treatment.

3. Henceforth, the respondents shall strictly comply with the promptness and disclosure requirements of §§1-210(a) and 1-212(a), G.S.

---

<sup>4</sup> The complainant testified that she had been included in the original email distributions on such emails at the time they were sent, and she did not consider them responsive to her request.

Approved by Order of the Freedom of Information Commission at its regular meeting of March 11, 2026.

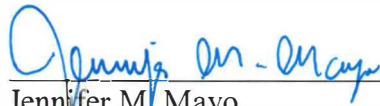
  
Jennifer M. Mayo  
Acting Clerk of the Commission

PURSUANT TO SECTION 4-180(c), G.S., THE FOLLOWING ARE THE NAMES OF EACH PARTY AND THE MOST RECENT MAILING ADDRESS, PROVIDED TO THE FREEDOM OF INFORMATION COMMISSION, OF THE PARTIES OR THEIR AUTHORIZED REPRESENTATIVE.

THE PARTIES TO THIS CONTESTED CASE ARE:

**GINA TYLER**, 325 Chesterfield Road, East Lyme, CT 06333

**EXECUTIVE DIRECTOR, STATE OF CONNECTICUT, CONNECTICUT TECHNICAL EDUCATION AND CAREER SYSTEM; AND STATE OF CONNECTICUT, CONNECTICUT TECHNICAL EDUCATION AND CAREER SYSTEM**, c/o Attorney Kelly E LaCluyze, CTECS Staff Attorney, 39 Woodland Street, Hartford, CT 06105

  
\_\_\_\_\_  
Jennifer M Mayo  
Acting Clerk of the Commission