

VIII.A.3.

THE GLOUCESTER PUBLIC SCHOOLS

Our mission is for all students to be successful, engaged, lifelong learners.

School Committee Meeting

Wednesday, January 26, 2011

City Hall – Kyrouz Auditorium

EXECUTIVE SESSION

Members Present

Val Gilman, Chairperson
Melissa Teixeira, Vice Chairperson
Kathleen Clancy, Secretary
Michelle Sweet
Roger Garberg
Anthony Gross
Mayor Carolyn Kirk

Administration Present

Interim Superintendent Dr. Joseph Connelly
CFO Tom Markham

I. CONTRACT NEGOTIATIONS WITH UNION EMPLOYEES AND SUPERINTENDENT

The School Committee reviewed a list of superintendent salaries in other communities provided by Mike Gilbert. Dr. Connelly recommended identifying three or four similar communities in order to determine Dr. Safier's salary and stated that his salary should be competitive long-term. There was a discussion about other elements of the compensation package in addition to base salary, such as life insurance, annuities, and tuition reimbursement. Dr. Connelly gave the School Committee advice on negotiating with Dr. Safier.

The School Committee reviewed sample contracts from MASS and MASC, as well as Christopher Farmer's contract. A discussion was held on the term of the contract, compensation, sick leave, vacation time, protective language, annuities, life insurance, performance evaluations, and a possible start date. The School Committee agreed to use the MASC sample contract and that Chairperson Gilman, Ms. Teixeira and Naomi Stoneberg will negotiate the contract with Dr. Safier. That meeting will take place on February 1st at 8:30 p.m. at Ms. Stoneberg's home.

There was a discussion about requesting a waiver for Dr. Connelly from the Commissioner to allow him to stay on for as long as he is needed and Dr. Safier approves. Also discussed was the cost of the overlap of Dr. Safier and Dr. Connelly and flexibility on how to use Dr. Connelly during that time.

There was a discussion about what it would cost to give everyone in the school system a 1 percent raise and the length of the contracts. Mayor Kirk updated the committee on the increased cherry sheet numbers for retired teachers' health insurance and school choice out, as well as North Shore Tech.

Dr. Connelly indicated that the city is looking at a shortfall in school department utilities and that Mayor Kirk indicated that the schools may have to help out with those costs. Dr. Connelly asked Mayor Kirk to keep in mind that we would like to use any surplus funds for the BSRI reading program and settling contracts.

There was a discussion about the early retirement plan for Gloucester members of the Massachusetts Teachers' Retirement System. Mayor Kirk indicated that Jeff Towne would meet with Dr. Connelly, Mr. Markham and Bill Goodwin to go through the proposal and crunch the numbers.

Dr. Connelly indicated that nurses are a big part of the list of potential reductions, since there are now 13 nurses and aides for seven schools. He stated that if there are reductions, there may be one full-time nurse in each elementary school and a nurse and an aide at the middle school and high school.

II. EXIT EXECUTIVE SESSION

Upon a motion by Kathy Clancy, seconded by Mrs. Sweet, it was unanimously

VOTED: By Roll Call Vote

Chairperson Gilman – yes
Ms. Teixeira – yes
Kathy Clancy – yes
Mrs. Sweet – yes
Mr. Garberg – yes
Mr. Gross – yes
Mayor Kirk – yes

To exit Executive Session at 10:25 p.m. and enter into regular session for adjournment.

Maria Puglisi, Recording Secretary