

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Thursday, January 9, 2020

District Office Conference Room

2 Blackburn Drive, Gloucester, MA 01930

4:30 p.m.

Members Present

Melissa Teixeira Prince, Chairperson

Kathy Clancy, Vice Chairperson

Jonathan Pope, Member

Administration Present

Dr. Richard Safier, Superintendent

Gary Frisch, Director of Finance
and Operations

Also Present

Attorney Naomi Stonberg

Laura Wiessen

Samantha Verga Watson

Victor Rosato, MTA Representative

Cynthia Lanzendorf-Carney, GTA President

Theresa Dannaher

Rachel Rex

Kerrie Donahue

Ruth Flaherty

Richard Francis

I. CALL TO ORDER – Chairperson Prince called the meeting to order at 4:34 p.m.

II. EXECUTIVE SESSION – On a motion by Kathy Clancy, seconded by Mr. Pope, it was unanimously

VOTED: By Roll Call Vote

Chairperson Prince – yes

Kathy Clancy – yes

Mr. Pope – yes

To enter into Executive Session at 4:34 p.m. for the purpose of discussing collective bargaining strategies with the GTA and to enter back into regular session.

III. OPEN NEGOTIATION SESSION WITH GTA – Mr. Rosato introduced himself and distributed the association’s Tentative Agreements and a Package Proposal, noting that the proposal expires today, in the hopes of reaching a settlement. He stated that the association reserves the right to revert to their previous bargaining position prior to this package but hopes the parties can settle today. He and Ms. Carney reviewed and the parties discussed the following:

- School Committee's involvement in grievances regarding personnel matters
- Data evaluation at the high school
- Common Core versus Mass. Curriculum Frameworks
- Ms. Carney's release time (including for observation of the O'Maley sustainable improvement process)
- Teachers' attendance at evening events
- Physical requirements of safety care
- Library coverage at the high school
- Program Leaders' involvement in evaluations and current practice
- Methods of parent/teacher communication
- Independent medical examinations

II. EXECUTIVE SESSION – On a motion by Kathy Clancy, seconded by Mr. Pope, it was unanimously

VOTED: By Roll Call Vote

Chairperson Prince – yes

Kathy Clancy – yes

Mr. Pope – yes

To enter into Executive Session at 6:12 p.m. for the purpose of discussing collective bargaining strategies with the GTA and to enter back into regular session.

III. OPEN NEGOTIATION SESSION WITH GTA – Ms. Stonberg stated that the parties are very far apart on a lot of issues and indicated that the committee's salary proposal was very generous, noting that the cost of it is going to be about \$1 million each year. She indicated that the committee wants to settle tonight and get the money to the teachers and made the following package proposal:

- Committee agrees to its salary proposal
- Committee agrees to same percentage increase on stipends
- Committee agrees to association's proposal on agency service fee
- Committee agrees to association's proposal on personal leave days
- Committee wants some language about independent medical exams (language used previously that was not signed) (Ms. Carney requested documentation on when it was used)
- Committee rejects all other association proposals

(The Association caucused from 6:49 pm to 6:55 pm.)

Mr. Rosato stated that the association accepts the committee's package proposal with the exception of the language regarding independent medical exams. He indicated that the parties can talk about it in the next round of negotiations.

II. EXECUTIVE SESSION – On a motion by Kathy Clancy, seconded by Mr. Pope, it was unanimously

VOTED: By Roll Call Vote

Chairperson Prince – yes
Kathy Clancy – yes
Mr. Pope – yes

To enter into Executive Session at 6:58 p.m. for the purpose of discussing collective bargaining strategies with the GTA and to enter back into regular session.

III. OPEN NEGOTIATION SESSION WITH GTA – Mr. Rosato stated that the association agrees to the withdrawal of the committee’s proposal regarding independent medical exams without prejudice, and Ms. Dannaer summarized the parties’ agreement as follows:

- Agreement on committee’s salary and stipend proposal
- Agreement on association’s proposal on agency service fee
- Agreement on association’s proposal on personal leave
- Agreement on withdrawing committee’s proposal on independent medical exams without prejudice
- Tentative Agreements previously agreed to

Ms. Stonberg stated that she would like to go through the Tentative Agreements to make sure that everything is included and indicated that nothing needs to be executed tonight.

Ms. Carney stated that they will be recommending ratification to the association membership, and Ms. Rex indicated that they will let the committee know their timeline as it happens.

IV. ADJOURNMENT – On a motion by Mr. Pope, seconded by Kathy Clancy, it was unanimously

VOTED: 3 in favor, 0 opposed to adjourn the Personnel Subcommittee Meeting of January 9, 2020 at 7:20 p.m.

All reference documents and reports are filed in the Superintendent’s office.

*Maria Puglisi
Recording Secretary*