

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Tuesday, January 28, 2014

Superintendent's Conference Room – District Office

5:00 p.m.

Members Present

Melissa Teixeira, Chairperson
Tony Gross, Vice Chairperson (5:11 p.m.)
Michelle Sweet

Administration Present

Dr. Richard Safier, Superintendent

Also Present

Police Chief Leonard Campanello
Officer Michael Gossom
Christina Clem

I. CALL TO ORDER – Chairperson Teixeira called the meeting to order at 5:05 p.m. and stated the mission of the Gloucester Public Schools.

II. REPORTS/DELIBERATIONS/DISCUSSIONS

A. GHS Resource Officer's Job Description – Dr. Safier reported that the draft job description was compiled based on those of other districts that have school resource officers. The high school administration and Chief Campanello also reviewed the draft.

Sergeant Gossom described his activities during a typical day at the high school, including the types of incidents with which he becomes involved. He noted that he used his connections with the state police to organize a field trip to the crime lab in Danvers for the Forensics class. He also gave a presentation on drugs to ninth graders.

(Mr. Gross joined the meeting at 5:11 p.m.)

Sergeant Gossom reported that students initially seemed to be intimidated by his presence in the building but now come to his office to ask questions and express concerns that they have. Chief Campanello stated that the goal is to break down the barriers so that kids feel comfortable with the police presence and think of the officer as a safe person and someone who is available to give advice in a time of crisis.

Chief Campanello believes that the job description accurately describes what is happening at the high school. He noted that there have been no major disagreements in the way that the job should be carried out or in dealing with students. Dr. Safier added that Sergeant Gossom's temperament, disposition, and the way in which he approaches the position have played a big role in the success of the program.

Chief Campanello noted that although the School Department is paying for a patrol level position, he invested some of the police department's budget to assign a sergeant to the position because he felt that an experienced supervisor would be better able to shape the program with school administrators. He stated that we will have just as good a fit next year at the patrol level and that the person he chooses for the position will have the same temperament and disposition as Sergeant Gossom.

Sergeant Gossom reported that most of his interaction with staff involves the school therapist and the deans because they handle most of the day-to-day discipline. He has had conversations with the guidance counselors but believes he needs to do a better job communicating with them. He stated that he has developed a great relationship with most of the teachers and even taught the Bill of Rights in a history class. He indicated that he also spends a lot of time talking with the more challenged students who have issues at home or with their court dates.

Chairperson Teixeira asked Sergeant Gossom if he carries a weapon in school, and he stated that he does. Chief Campanello indicated that he would never allow a police officer to be unarmed in uniform in any situation because it makes them a target.

Chairperson Teixeira asked Chief Campanello to speak about the response to the recent bomb threat at the high school. She expressed concern with the lack of police involvement in the conversations about the safety of returning to school the next day. Chief Campanello indicated that it was determined very early that the likelihood of an actual threat was very slim and that the muted response was completely intentional so as not to disrupt the school environment. He stated that he is extremely pleased with how the situation was handled.

The committee reviewed the draft job description. Chairperson Teixeira noted that in paragraph 13, "DSS" should be changed to "DCF." She also suggested eliminating the reference to "DCS" in that paragraph.

Chairperson Teixeira questioned whether the fact that the job description specifies that the SRO is at the high school would limit a response from him/her if there was an issue at another school or at the Compass program. Chief Campanello stated that the SRO would be involved to whatever extent s/he could be but that there is a full-time need for the SRO at the high school. He indicated that issues at other schools would be addressed with the SRO's input and he ensured that the schools would always have a response from the police department.

Dr. Safier recommended that the Memorandum of Agreement between the School Department and the police department be reviewed at the next Personnel Subcommittee meeting. Chairperson Teixeira requested that Sergeant Gossom speak to the full School Committee when his job description is presented at the February 12th meeting.

On a motion by Chairperson Teixeira, seconded by Ms. Sweet, it was unanimously

VOTED: 3 in favor zero opposed, to recommend to the full School Committee that we approve the School Resource Officer job description as presented, with the exception of replacing “DSS” with “DCF” and deleting “DCS” from paragraph 13.

(Chief Campanello and Sergeant Gossom left the meeting.)

B. Attendance Supervisor’s Job Description – Dr. Safier stated that Ms. Clem has been in this position since December 1, 2013 and noted that she has a social work background and experience in taking on program initiatives.

Ms. Clem stated that she works primarily with the middle school and the elementary schools to help families that are struggling with truancy and to instill the idea that school is important. She described a typical work day, including meeting with families, attending parent/teacher conferences, and going to court. She discussed how families are responding to being contacted by her and her experiences in court. Finally, there was a discussion about providing Ms. Clem with a cell phone.

Chairperson Teixeira invited Ms. Clem to speak to the full School Committee when her job description is presented on February 12th. She noted that City Councilors could be invited to the meeting to meet Ms. Clem, as well.

On a motion by Chairperson Teixeira, seconded by Ms. Sweet, it was unanimously

VOTED: 3 in favor zero opposed, to recommend to the full School Committee that we approve the Attendance Supervisor job description as presented, with the exception of adding the phrase “who are not choice-in students” to paragraph 1.

(Ms. Clem left the meeting.)

At this time, the agenda was taken out of order.

IV. EXECUTIVE SESSION

On a motion by Chairperson Teixeira, seconded by Ms. Sweet, it was unanimously

VOTED: By Roll Call Vote

Mr. Gross – yes
Ms. Sweet – yes
Chairperson Teixeira – yes

To enter into Executive Session at 6:15 p.m. for the purpose of discussing union and non-union salary/contract matters.

(Regular session reconvened at 6:44 p.m.)

II. REPORTS/DELIBERATIONS/DISCUSSIONS (Continued)

- C. Superintendent Evaluation Template** – Dr. Safier reported that he has narrowed down the 33 elements in the template to approximately 19.

After discussion, on a motion by Chairperson Teixeira, seconded by Mr. Gross, it was unanimously

VOTED: 3 in favor zero opposed, to postpone this agenda item to a future meeting.

III. ACTION – See II.A and II.B.

V. ADJOURNMENT

On a motion by Mr. Gross, seconded by Ms. Sweet, it was unanimously

VOTED: 3 in favor zero opposed, to adjourn the Personnel Subcommittee Meeting of January 28, 2014 at 6:50 p.m.

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

*Maria Puglisi
Recording Secretary*