

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Wednesday, March 29, 2017

District Office – Conference Room
2 Blackburn Drive, Gloucester, MA 01930
5:00 p.m.

Members Present

Melissa Teixeira, Chairperson
Tony Gross, Vice Chairperson
Jonathan Pope

Administration Present

Dr. Richard Safier, Superintendent

Also Present

Roland Goff, Esquire, Mass. Nurses Assoc.
Cindy Juncker, Nurse Leader
Leora Ulrich, GHS Nurse
Tamara Normand, East Gloucester Nurse

I. CALL TO ORDER – Chairperson Teixeira called the meeting to order at 5:00 p.m.

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

IV. EXECUTIVE SESSION – On a motion by Mr. Pope, seconded by Mr. Gross, it was unanimously

VOTED: By Roll Call Vote

Chairperson Teixeira – yes
Mr. Gross – yes
Mr. Pope – yes

To enter into Executive Session at 5:00 p.m. for the purpose of discussing contract negotiations with the nurses and then to enter back into regular session.

(The meeting reconvened at 5:38 p.m.)

II. REPORTS/DELIBERATIONS/DISCUSSIONS

A. Discussion Regarding Nurse Negotiations – Chairperson Teixeira distributed the School Committee’s proposals, and Mr. Goff and the nurses reviewed them. Mr. Goff questioned the need for the second proposal, and Chairperson Teixeira stated that there are still a couple of employees within the district that are on Civil Service and the intent is to remove it when it does not exist anymore.

There was a discussion about when the workday begins, and Chairperson Teixeira pointed out that that language has not changed. The first proposal is just reducing the work year from 184 to 183 days.

With respect to “Other proposal considerations” on the last page, Mr. Goff asked for clarification of the sentence “Violation of this provision **will/may** result in dismissal.” Chairperson Teixeira recommended that that be kept as a discussion item for now.

IV. EXECUTIVE SESSION – On a motion by Mr. Pope, seconded by Mr. Gross, it was unanimously

VOTED: By Roll Call Vote

Chairperson Teixeira – yes
Mr. Gross – yes
Mr. Pope – yes

To enter back into Executive Session at 5:47 p.m. for the purpose of discussing contract negotiations with the nurses and then to enter back into regular session.

(The meeting reconvened at 6:16 p.m.)

II.A. Discussion Regarding Nurse Negotiations (Cont’d) – Mr. Goff reviewed the nurses’ initial responses to the School Committee’s proposals, as follows:

Proposal #1: Rejected. The nurses feel that they need the extra day to confirm immunization records, accept medications, and transfer student records to new schools.

Proposal #2: The nurses are conceptually in agreement. Mr. Goff wants to make sure that there is still a grievance procedure in the other section and the language reads well together. He may provide a slight change at the next meeting.

Proposal #3: Accepted.

Proposal #4: Rejected. The nurses have to be licensed and DESE certified and some of the PDPs that are offered do not cover the necessary CEUs. They need the ability to go outside to get those additional courses.

Proposal #5: Salary payments are rejected. The nurses feel it is important that it be paid over the course of the entire year. The second paragraph is accepted. Chairperson Teixeira stated that that paragraph may be modified a bit but it will be something to that effect.

Proposal #6: Accepted.

Proposal #7: Rejected. Chairperson Teixeira stated that the committee may be putting forward a proposal regarding sick leave that is consistent with other contracts and is not a takeaway.

Proposal #8: Rejected.

Proposal #9: First sentence is rejected. They will talk further about the second sentence.

Proposal #10: Accepted. This will be added to the contract as an appendix.

Proposal #11: Rejected.

Proposal #12: They are waiting to see the actual language. Mr. Goff has an example from another school district if the committee wants it.

Proposal #13: Chairperson Teixeira stated that the committee is looking for a three-year contract.

Proposal #14: The nurses will review this proposal probably make a counterproposal.

Proposal #15: The nurses are conceptually in agreement but Mr. Goff needs to review this proposal. Chairperson Teixeira stated that this paragraph is not necessarily a proposal.

Chairperson Teixeira reported that the committee will have another proposal coming forward with respect to the retirement board wanting language in the contract.

Mr. Goff asked if the committee had a wage proposal at this time. Chairperson Teixeira stated that the committee wants to put 1%/1%/1% on the table as a placeholder. She noted that this year's budget has already been determined and the committee is currently in budget development for next year. She asked the nurses to look at their priorities because the city only has so much money and the committee cannot agree to all of their financial proposals. Mr. Pope also noted that whatever happens with the federal government could seriously affect the city.

The next meeting was scheduled for May 8, 2017 at 5:00 p.m. and another meeting was scheduled for May 30, 2017 at 5:00 p.m.

III. ACTION – None.

V. ADJOURNMENT – On a motion by Mr. Gross, seconded by Mr. Pope, it was unanimously

VOTED: 3 in favor 0 opposed, to adjourn the Personnel Subcommittee Meeting of March 29, 2017 at 6:33 p.m.

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

*Maria Puglisi
Recording Secretary*