

**THE GLOUCESTER PUBLIC SCHOOLS**

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

**Personnel Subcommittee Meeting Minutes**

Monday, April 1, 2019

District Office Conference Room

2 Blackburn Drive, Gloucester, MA 01930

4:30 p.m.

**Members Present**

Melissa Teixeira Prince, Chairperson

Tony Gross

Kathy Clancy

**Administration Present**

Dr. Richard Safier, Superintendent

Gary Frisch, Director of Finance  
and Operations

**Also Present**

Attorney Naomi Stonberg

Charmaine Champagne, MTA Representative

Andrea Tarantino, GTA President

Cynthia Lanzendorf-Carney

Richard Francis

Theresa Dannaher

Rachel Rex

Adrienne Marden

Kerrie Donahue

Ruth Flaherty

- 
- I. CALL TO ORDER** – Chairperson Prince called the meeting to order at 4:41 p.m.
- II. EXECUTIVE SESSION** – On a motion by Kathy Clancy, seconded by Mr. Gross, it was unanimously

**VOTED:** By Roll Call Vote

Ms. Teixeira Prince – yes

Kathy Clancy – yes

Mr. Gross – yes

To enter into Executive Session at 4:41 p.m. for the purpose of discussing collective bargaining strategies with the GTA and to enter back into regular session.

*(The meeting reconvened at 4:57 p.m.)*

- III. OPEN NEGOTIATION SESSION WITH GTA** – Ms. Teixeira Prince announced that anyone who is recording the meeting must disclose that they are doing so. No one responded.

After introductions, Ms. Carney distributed a Negotiations Platform developed by the union in relation to their proposals. Ms. Champagne requested that the School Committee negotiating team read the platforms, which they did.

Attorney Stonberg distributed and reviewed the School Committee’s draft proposals and referred to a letter from the Department of Education regarding grievance procedures on employment matters, indicating that grievances regarding personnel go directly to arbitration.

Ms. Champagne distributed the GTA’s proposals and Ms. Carney reviewed the “Interests” and “Rationales” for each proposal. Ms. Stonberg stated that Section A of Assoc #1 is not a permissive subject of bargaining. She also inquired as to who will sit on the Instructional Advisory Committee that is the subject of Assoc #2. There was a discussion about that committee requesting data directly from department heads as opposed to the Superintendent.

Ms. Carney indicated that Assoc #3 and #4 are simple housekeeping matters. With respect to Assoc #5 entitled “Academic Freedom,” Mr. Francis indicated that Social Studies teachers want autonomy to be able to choose their own civics education projects for their students. Ms. Champagne and Ms. Stonberg discussed the union’s proposed grievance procedures set forth in Assoc #7.

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

**VOTED:** By Roll Call Vote

Ms. Teixeira Prince – yes  
Kathy Clancy – yes  
Mr. Gross – yes

To enter back into Executive Session at 5:52 p.m. for the purpose of discussing collective bargaining strategies with the GTA and to enter back into regular session.

*(The meeting reconvened at 6:10 p.m.)*

- III. OPEN NEGOTIATION SESSION WITH GTA (Cont’d)** – No further discussion. The next negotiation session was confirmed for April 22, 2019 at 5:00 p.m.

- IV. ACTION** – None.

**V. ADJOURNMENT** – On a motion by Mr. Gross, seconded by Kathy Clancy, it was unanimously

**VOTED:** 3 in favor, 0 opposed to adjourn the Personnel Subcommittee Meeting of April 1, 2019 at 6:16 p.m.

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

*Maria Puglisi  
Recording Secretary*