

**THE GLOUCESTER PUBLIC SCHOOLS**

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

**Personnel Subcommittee Meeting Minutes**

Friday, April 3, 2020

HELD VIA ZOOM

2:00 p.m.

**Members Present**

Melissa Teixeira Prince, Chairperson

Kathy Clancy, Vice Chairperson

Jonathan Pope, Member

**Administration Present**

Dr. Richard Safier, Superintendent

Gregg Bach, Assistant Superintendent

Patty Wegmann, Special Education Director

**Also Present**

Attorney Naomi Stonberg

Laura Wiessen

Samantha Verga Watson

Mayor Sefatia Romeo Theken

Charmaine Champagne, MTA Representative

Cynthia Lanzendorf-Carney, GTA President

Theresa Dannaer

Rachel Rex

Kerrie Donahue

Ruth Flaherty

Richard Francis

Adrienne Marden

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- I. CALL TO ORDER** – Chairperson Prince called the meeting to order at 2:05 p.m. and noted that a quorum of the School Committee was present at the meeting.
- II. OPEN NEGOTIATION SESSION WITH GTA** – Chairperson Prince stated that the purpose of the meeting is to impact bargain the working conditions with the GTA due to the COVID-19 shutdown.

Ms. Champagne reviewed the association's responses to the committee's counterproposal as follows:

**#2** – The association's position is that teachers that need professional development take it and those who do not need it do not have to take it. Ms. Stonberg responded that it should be a joint decision if the principal feels that the teacher needs it. The committee will discuss some alternate language for this paragraph.

**#4(e)** – Agreed.

**#7** – Agreed.

**#9** – Discussion about FFCRA. Ms. Stonberg stated that this paragraph refers to someone who is staying home to take care of a child and has nothing to do with someone who is sick. Ms. Champagne noted that the Emergency Paid Sick Leave Act states that ten paid sick days may be used before other paid leave that may be available to the employee. Ms. Stonberg stated that the district understands that if people have children there may be times that they cannot work, and Dr. Safier stated that they are simply asking teachers as colleagues to work as cooperatively and collaboratively as possible.

**#G3** – Agreed.

**#14** – Agreed.

**#4(f)** – Discussion about initial IEPs and reevaluations. Ms. Wegmann stated that initial IEPs can be done if the testing has been completed and indicated that there will be no new reevaluations where testing has not been completed.

Dr. Safier reported that he has heard that some teachers would like to be able to introduce some new material when possible. He stated that if teachers in their professional judgment feel that moving forward at a reasonable pace is a reasonable thing to do, they should have that option. Ms. Champagne agreed but noted that student participation has been low and expressed concern about students being left behind.

With respect to virtual IEP meetings, Ms. Carney expressed concern with the security of Zoom and putting teachers' home networks under threat. James Pope stated that there is no security concern for paid subscribers with Zoom and Google Hangouts and that using a device at home does not expose someone to any security threats. He noted that participants and attendees can participate by phone instead of on their computer. Dr. Safier stated both Zoom and the FBI have sent him information on how to take security measures and he will share that information. He also indicated that he will be sending families a disclaimer regarding the internet acceptable use and social media policies.

Ms. Champagne indicated that the association is going to counter on paragraph 4(f).

*(The parties left the meeting at 2:36 to caucus.)*

The committee discussed teachers' participation in professional development, and Dr. Safier and Mr. Bach spoke about the types of professional development that are available.

The committee discussed the FFCRA regarding sick time. Ms. Stonberg noted that the Act provides two weeks of sick leave at two-thirds pay but the district is offering full pay for those two weeks.

Ms. Stonberg received and reviewed revised language for paragraph 4(f) from Ms. Carney regarding prior notice of virtual IEP meetings.

*(The association members rejoined the meeting at 3:35 p.m.)*

Ms. Stonberg and Ms. Champagne stated that the parties have reached agreement, and Ms. Stonberg stated that the district is planning on implementing it on Monday. There was a discussion about electronic signatures on the MOU.

Finally, Ms. Champagne reported that a parent posted her child's Zoom class on Facebook and requested that a notice be sent to parents/guardians about this. Dr. Safier stated that it will be going out shortly and also reviewed the letter going to parents this weekend about Phase 2 of remote learning.

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

**VOTED:** By Roll Call Vote

Chairperson Prince – yes

Kathy Clancy – yes

Mr. Pope – yes

To adjourn the Personnel Subcommittee Meeting of April 3, 2020 at 3:46 p.m.

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

*Maria Puglisi  
Recording Secretary*