

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Saturday, August 22, 2020

HELD VIA ZOOM

2:30 p.m.

Members Present

Melissa Teixeira Prince, Chairperson (3:12)

Kathy Clancy, Vice Chairperson

Jonathan Pope, Member

Administration Present

Ben Lummis, Superintendent

Ryann Marshall, HR Director

James Cook, GHS Principal

Jodi Gennodie, Beeman Principal

Also Present

Attorney Naomi Stonberg

Taylor Brennan, MTA Representative

Cynthia Carney, GTA President

Rachel Rex

Theresa Dannaher

Adrienne Marden

Ruth Flaherty

Kerrie Donahue

I. CALL TO ORDER – Vice Chairperson Clancy called the meeting to order at 2:32 p.m.

This meeting is recorded by video and audio in accordance with state Open Meeting Law. Consistent with the Governor’s orders suspending certain provisions of the Open Meeting Law and banning gatherings of more than 25 people, this meeting will be conducted by remote participation.

If you are calling in on a phone, you can press *9 to request to speak. If you are watching on a computer or device, there is a “raise hand” button that you can tap or press to request to speak. Please use either of these options during Oral Communications to be recognized to speak. Vice Chairperson Clancy noted that Oral Communications are not included on today’s agenda.

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

VOTED: By Roll Call Vote

Vice Chairperson Clancy – yes

Mr. Pope – yes

To enter into Executive Session at 2:33 p.m. for the purpose of discussing strategy with respect to collective bargaining with the Gloucester Teachers Association and to return to open session for collective bargaining.

III. OPEN NEGOTIATION SESSION WITH GTA – Attorney Stonberg began by stating that the union’s proposal is not feasible or realistic and the committee feels it is designed to delay the reopening of schools, which is not in the best interests of the students. She noted that the district has followed all DESE and DPH requirements regarding safety protocols and has had two independent companies evaluate the HVAC systems, the report on which will be shared with the union when it is received. She stated that the committee views remote learning as a last resort and indicated that the committee would like to review the union’s leave proposals today. Finally, Ms. Stonberg indicated that the committee will have a proposal for the union on Wednesday.

Ms. Carney clarified that the union’s proposal does not refer to fully remote learning but to a hybrid model. She stated that if all of the health and safety criteria in their MOA are not met, teachers feel they cannot walk into buildings and are advocating for remote learning, which will look very different from the remote learning in the spring. She also noted that staff is coming from 46 communities and that just looking at local data is inadequate. Ms. Stonberg responded that the union’s proposal far exceeds what DESE and DPH are requiring and is unreasonable. Ms. Carney stated that it is the union’s position that Siemens and Mitsubishi were hired by the city and are therefore biased, and the union wants an independent report done by one of the companies they suggested. Ms. Stonberg pointed out that the MTA’s position is that they do not want teachers going into school buildings.

The parties discussed the union’s leave proposals. Mr. Lummis stated that he personally feels that the intent of the union’s proposal is to bury the district with unreasonable requests that cannot be met so that the district has no choice but to do remote learning, which is not good enough for the community. Ms. Carney responded that teachers are willing to do the hybrid model when conditions are safe. In the meantime, they are trying to collaborate on ways to make it work.

(The parties left the public meeting at 4:40 p.m. to caucus.)

(The public meeting reconvened at 5:07 p.m.)

Ms. Stonberg responded to the association’s leave proposals and asked whether they could respond to the committee tonight regarding medical certification and the other issues they needed to discuss. Ms. Rex indicated that the association agrees to the medical certification and requested a short caucus.

(The association left the public meeting to caucus from 5:56 p.m. to 6:08 p.m.)

Ms. Rex and Ms. Carney reported the following:

- The association agrees to medical certification.
- The association withdrew “Upon return from leave, the employee will be placed on the step in the salary schedule where they would have been placed if no leave had occurred.
- The association needs to discuss unemployment and insurance for unpaid leaves and will get back to the committee on that.
- The association would like to collaborate with the district on an acceptable form to request information from teachers on whether they can be in the classroom. Mr. Lummis expressed concern about the timing of sending out the form. Ms. Stonberg suggested sending out a form outlining the different types of leave and asking teachers to respond by Wednesday. Ms. Marshall indicated that she will draft a form and send it to Ms. Carney on Monday.

Ms. Stonberg stated that she will send out a draft of the committee’s counterproposals on Monday and include in red the issues in dispute to which the association needs to respond.

V. ADJOURNMENT – On a motion by Kathy Clancy, seconded by Chairperson Prince, it was unanimously

VOTED: By Roll Call Vote

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

To adjourn the Personnel Subcommittee Meeting of August 22, 2020 at 6:17 p.m.

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

*Maria Puglisi
Recording Secretary*