

**THE GLOUCESTER PUBLIC SCHOOLS**

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

**Personnel Subcommittee Meeting Minutes**

Friday, August 28, 2020

HELD VIA ZOOM

5:00 p.m.

**Members Present**

Melissa Teixeira Prince, Chairperson

Kathy Clancy, Vice Chairperson

Jonathan Pope, Member

**Administration Present**

Ben Lummis, Superintendent

Ryann Marshall, HR Director

Jodi Gennodie, Beeman Principal

**Also Present**

Attorney Naomi Stonberg

Charmaine Champagne, MTA Representative

Cynthia Carney, GTA President

Rachel Rex

Richard Francis

Adrienne Marden

Ruth Flaherty

Kerrie Donahue

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**I. CALL TO ORDER** – Chairperson Prince called the meeting to order at 5:00 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 Kathy Clancy, seconded by Mr. Pope, it was unanimously

**VOTED:** By Roll Call Vote

Kathy Clancy – yes

Mr. Pope – yes

Chairperson Prince – yes

To enter into Executive Session at 5:02 p.m. for the purpose of discussing strategy with respect to collective bargaining with the Gloucester Teachers

Association as an open meeting may have a detrimental effect on the bargaining position of the public body, and to return to open session for collective bargaining.

*(The public meeting reconvened at 6:00 p.m.)*

**III. OPEN NEGOTIATION SESSION WITH GTA** – Mr. Lummis began by thanking Ms. Carney and Ms. Rex for attending the working session this afternoon and reviewed the changes to the leave agreement. There was a discussion about teachers who are on leave returning to work in the event of a transition to a full remote model.

*(The parties left the meeting to caucus at 6:34 p.m.)*

*(The public meeting reconvened at 7:12 p.m.)*

Ms. Rex reported that the leaves have been resolved. She asked for clarification on whether teachers who cannot be in the building on Monday can join the professional development remotely. Mr. Lummis confirmed that and asked those in that situation to contact their principal.

Ms. Rex asked whether the committee had responses to the union's MOU that was sent on August 21st. Attorney Stonberg suggested that, since it is a very lengthy MOU, the union come up with a list of issues to be discussed at the next meeting. Kathy Clancy indicated that PPE has been delivered, and Mr. Pope read Mike Hale's response on the condition of the buildings. Ms. Champagne stated that she seriously doubts what Mr. Hale said about air exchange and indicated that the union wants an independent evaluation. Chairperson Prince indicated that Mitsubishi made some recommendations to the DPW but has not submitted a report yet.

Mr. Pope stated that Siemens is testing the air handling systems at GHS, O'Maley and West Parish and that the reports are not available yet. The other elementary schools have univents in each room, not central air handling systems, which Mitsubishi is evaluating to determine how to get more airflow, which will include opening windows. Mr. Pope noted that airflow from an open window is not measurable and stated that the district is doing everything it can to increase airflow. Ms. Champagne stated that the union needs something in writing from Mr. Hale that the buildings are safe so they can confirm that it meets the DESE requirements.

Ms. Champagne requested that the committee go through the union's MOU and tell them which PPE has been purchased. Mr. Lummis indicated that that was presented to the entire community on Wednesday and offered to share it again now, showing the exact numbers of PPE that have been purchased. Ms. Champagne stated that the union wants to bargain the MOU with the committee and would like a counter.

*(The union left the meeting to caucus at 7:49 p.m.)*

*(The public meeting reconvened at 8:09 p.m.)*

Mr. Lummis shared the list of PPE that was ordered and received. Ms. Champagne alleged that Mr. Lummis was circumventing the bargaining process and engaging in an unfair labor practice because the district is trying to impose things on union members without negotiating them. Ms. Stonberg responded that the district is required to provide PPE and wants to assure everyone that it has been purchased. Ms. Champagne again requested that the committee respond to the union's MOU and Ms. Stonberg indicated they will have it at the next session.

The following dates were selected for negotiation sessions:

September 4, 2020 from 5:00-7:00 p.m.

September 8, 2020 from 6:30-8:30 p.m.

September 10, 2020 from 5:30-7:30 p.m.

Mr. Lummis will also have a working session with Ms. Carney and Ms. Rex sometime next week.

**V. ADJOURNMENT** – On a motion by Mr. Pope, 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 28, 2020 at 8:23 p.m.

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

*Maria Puglisi  
Recording Secretary*