

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Tuesday, November 15, 2016

District Office – Conference Room

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. Gross, seconded by Mr. Pope, it was unanimously

VOTED: By Roll Call Vote

Mr. Pope – yes
Chairperson Teixeira – yes
Mr. Gross – 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 5:44 p.m.)

II. REPORTS/DELIBERATIONS/DISCUSSIONS

A. Discussion Regarding Nurse Negotiations – Chairperson Teixeira stated that the committee will not be presenting any proposals tonight. Mr. Goff distributed and reviewed the MNA Gloucester School RNs Contract Proposals dated November 15, 2016 (see attached). Chairperson Teixeira noted that seven of the ten proposals are financial in nature. The next meeting was scheduled for December 13, 2016 at 5:00 p.m.

III. ACTION – None.

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

VOTED: 3 in favor 0 opposed, to adjourn the Personnel Subcommittee Meeting of November 15, 2016 at 5:51 p.m.

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

*Maria Puglisi
Recording Secretary*

MNA Gloucester School RNs Contract Proposals
November 15, 2016

1. Salary Provisions, Article VIII, Section 1:
Effective September 1st in 2016, 2017 and 2018 a three percent (3%) wage increase.
2. In Article VIII, Section 1, add new sentence below the wage scale: “On September 1st of 2016 and 2017 nurses will advance two (2) steps on the wage scale.”
3. In Article VIII, Section 1, B., delete the current second paragraph and replace with: “Newly hired nurses will be placed on the applicable wage scale at Step 5 or lower.”
4. In Article VIII, Section 1, add a new Master +30 Wage Scale.
5. In Article VIII, Section 5(b) 4. Line two (2) delete “\$20.00” and replace with “\$50.00”
6. In Article VIII, Section 16, in the line above the scale delete, “September 1” and replace with “July 1.”
7. In Article VIII, Section 16, increase each professional development incentive by \$250.00.
8. In Article VIII, Section 16, in the fourth paragraph add the following clause after “P.D.P.’s”, “as required to maintain certification(s).”
9. If during the term of this contract the School Committee or the City enters into a collective bargaining agreement that creates a wage scale that exceeds the scale agreed to by the parties, the School Committee will immediately re-open the collective bargaining agreement so that the parties may negotiate a new wage scale.
10. Three (3) year contract - September 1, 2016 through August 31, 2019.