

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Monday, December 11, 2017

District Office – Conference Room

2 Blackburn Drive, Gloucester, MA 01930

5:00 p.m.

Members Present

Melissa Teixeira, Chairperson
Michelle Sweet

Administration Present

Dr. Richard Safier, Superintendent

I. CALL TO ORDER – Chairperson Teixeira called the meeting to order at 5:01 p.m. and stated the mission of the Gloucester Public Schools.

II. REPORTS/DELIBERATIONS/DISCUSSIONS

A. Review of Policies

1. Social Networking Policy, File IJNDD – Dr. Safier reported that Attorney Naomi Stonberg reviewed this policy and standardized some of the language in it. The committee reviewed the policy and discussed staff’s use of personal email and social networking accounts for school business and staff communication with students about personal matters. Dr. Safier reviewed Attorney Stonberg’s comments on paragraph 8 regarding staff’s right to speak publicly on matters of public concern versus personal matters. There was a discussion about sharing this policy with the unions prior to its implementation.

On a motion by Ms. Sweet, seconded by Chairperson Teixeira, it was unanimously

VOTED: 2 in favor, 0 opposed to recommend to the full School Committee that we approve the amended Social Networking Policy, File IJNDD, as presented.

2. Drug and Alcohol Free Workplace Policy, File GBEC – Dr. Safier reviewed and the committee discussed the changes to this policy. The following additional changes were suggested:
 - Add a reference to alcohol in paragraphs 5 and 8
 - Replace the phrase “convicted of” in paragraph 8 with “charged with”
 - Add “and/or blood test” at the end of paragraph 8

Dr. Safier will ask Attorney Stonberg to review the suggested changes. This matter was tabled until the next meeting.

3. Amended Staff Ethics/Conflict of Interest Policy, File GBEA – Chairperson Teixeira requested a report on district staff relationships.

On a motion by Ms. Sweet, seconded by Chairperson Teixeira, it was unanimously

VOTED: 2 in favor, 0 opposed to recommend to the full School Committee that we approve the amended Staff Ethics/Conflict of Interest Policy, File GBEA, as presented.

- B. New Business** – Dr. Safier reported that Adrienne Marden and Cheryl Olson presented some changes to language in the GTA contract and stated that he would like the negotiating team meet to review their suggested language.

III. ACTION – See Items A.1 and A.3.

IV. ADJOURNMENT – On a motion by Chairperson Teixeira, seconded by Ms. Sweet, it was unanimously

VOTED: 2 in favor 0 opposed, to adjourn the Personnel Subcommittee Meeting of December 11, 2017 at 5:37 p.m.

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

*Maria Puglisi
Recording Secretary*