

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Thursday, December 12, 2019

District Office Conference Room

2 Blackburn Drive, Gloucester, MA 01930

4:30 p.m.

Members Present

Melissa Teixeira Prince, Chairperson

Kathy Clancy, Vice Chairperson

Jonathan Pope

Administration Present

Dr. Richard Safier, Superintendent

Gary Frisch, Director of Finance

and Operations

Also Present

Attorney Naomi Stonberg

Charmaine Champagne, MTA Representative

Cynthia Lanzendorf-Carney, GTA President

Theresa Dannaher

Rachel Rex

Kerrie Donahue

Ruth Flaherty

Adrienne Marden

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- I. CALL TO ORDER** – Chairperson Prince called the meeting to order at 4:30 p.m.
- II. EXECUTIVE SESSION** – On a motion by Chairperson Prince, seconded by Mr. Pope, it was unanimously

VOTED: By Roll Call Vote

Mr. Pope – yes

Chairperson Prince – yes

Kathy Clancy – yes

To enter into Executive Session at 4:35 p.m. for the purpose of discussing collective bargaining strategies with the GTA and to enter back into regular session.

- III. OPEN NEGOTIATION SESSION WITH GTA** – Chairperson Prince thanked the association members for their kind words of sympathy and support for her family’s situation and for the care that East Gloucester School is giving her granddaughter during this difficult time. She expressed her appreciation for the association’s willingness to cancel a couple of meetings.

Attorney Stonberg distributed the Tentative Agreements she drafted and indicated that the committee would like to do a two-year contract due to the fact that there are two schools in improvement status and a new superintendent will be coming in next year.

Assoc #7 – In the grievance procedure, Attorney Stonberg asked that “teachers” be changed to “members” and that the retaliation provision apply to the association as well. There was a discussion about retaliation by the union or one union member against another member. Attorney Stonberg indicated that the School Committee is amenable to saying that the committee is removed from grievance procedures regarding personnel matters.

Ms. Champagne refused, stating that the committee should know what is happening with personnel issues. She noted that MTA attorneys’ interpretation of the law is that the School Committee can overturn the suspension of an employee by the superintendent. Attorney Stonberg stated that she would like to have a discussion with the MTA attorneys.

Attorney Stonberg reviewed the committee’s responses to the GTA counterproposals.

Assoc #10 – There was a discussion about library and Bridge program coverage, and Dr. Safier indicated that Mr. Cook requested those duties.

Assoc #13 – Attorney Stonberg noted that the committee is still working on a response to this counterproposal.

Assoc #14 – Attorney Stonberg asked the association to reconsider this counterproposal.

Assoc #17 – Attorney Stonberg asked for an explanation of this counterproposal, and Ms. Champagne stated that the association will caucus on it.

Assoc #18 – There was a discussion about this counterproposal, and Attorney Stonberg indicated that the committee will look at the DESE language to make sure it is consistent.

Assoc # 20 – The parties discussed the matter of program leaders providing input and assisting in the evaluation process. Ms. Champagne stated that it is completely inappropriate to ask unit members to evaluate their colleagues. Ms. Carney stated that she considers it divisive in the union and will not agree to have unit members evaluate each other.

Ms. Champagne suggested that the committee look at peer evaluation models.

Assoc #21 – Attorney Stonberg stated that this proposal is not acceptable. She reported that there have been situations where independent medical exams have been agreed to in a side letter and used. Ms. Champagne indicated that the association will caucus on it.

Assoc #22 – Attorney Stonberg raised the issue of the number of personal days taken in May and June of last year. The association requested information on the breakdown of absences by reason in those months and will caucus on it.

Assoc #23 – Withdrawn

Assoc #24 – Withdrawn

Attorney Stonberg reviewed the committee’s salary counterproposal and stated that the committee is trying to do the best they can. Ms. Champagne questioned the two-year contract, stating that it feels like the parties are always bargaining. She noted that they could always do an

MOA for one year. Chairperson Prince asked the association to consider a two-year contract based on what the district is going through right now and the fact that the district will have new leadership coming in next year.

The association distributed and Ms. Champagne reviewed counters to the School Committee's responses to their proposals.

Assoc #2 – Ms. Champagne stated that the hope is that union members on this committee will be paid.

Assoc #5 – Withdrawn

Assoc #6, Section B – The committee will get back to the association on this counter.

Assoc #8 – Add the word “prepared” after the word “reviewed” in the fifth line.

Assoc #10 – The committee will get back to the association on this.

Assoc #11 – The parties discussed the DPW ticketing system, and Ms. Carney stated that just because a ticket is closed does not mean the issue has been rectified. She requested a GTA/DPW meeting like the one for GHS for the rest of the district. Dr. Safier stated that staff should be cc'd when a ticket is put in so that they will get notice when the issue is resolved. Ms. Carney requested a clear protocol for staff on how to report facility issues. Mr. Pope invited association members to Building & Finance Subcommittee budget review meetings.

Assoc #13 – The parties discussed the requirement for teachers to attend meetings related to school programs three hours per year versus three events per year. The association will caucus on this.

Assoc #15 – Withdrawn

The meeting previously scheduled for December 17, 2019 was cancelled. The next meeting is scheduled for January 9, 2020.

III. ACTION – None

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

VOTED: 3 in favor, 0 opposed to adjourn the Personnel Subcommittee Meeting of December 12, 2019 at 6:41 p.m.

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

*Maria Puglisi
Recording Secretary*