

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Tuesday, December 15, 2015

Superintendent's Conference Room – District Office

4:45 p.m.

Members Present

Melissa Teixeira, Chairperson
Tony Gross, Vice Chairperson
Jonathan Pope, Alternate

Administration Present

Dr. Richard Safier, Superintendent
Michelle Harvey, Human Resource Director

Also Present

Roland Goff, Esquire, Mass. Nurses Assoc.
Cindy Juncker, Nurse Leader
Tamara Normand, East Gloucester Nurse
Debra McCarthy, Plum Cove Nurse

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- I. CALL TO ORDER** – Chairperson Teixeira called the meeting to order at 4:48 p.m. and stated the mission of the Gloucester Public Schools.

(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

Chairperson Teixeira – yes
Mr. Gross – yes
Mr. Pope – yes

To enter into Executive Session at 4:48 p.m. for the purpose of discussing contract negotiations with the nurses and then to enter back into regular session.

(The meeting reconvened at 5:28 p.m.)

- II. REPORTS/DELIBERATIONS** – All of the parties present introduced themselves.

- A. Discussion Regarding Nurse Negotiations** – Chairperson Teixeira reviewed the revised proposals. Ms. Juncker explained why nurses start school two days before teachers. In response to a question from Chairperson Teixeira, Ms. McCarthy and Ms. Juncker indicated that they are on Civil Service but that it has not been recognized for years. Ms. Normand stated that there is a side letter regarding Civil Service protection indicating that, “The language in Article VII referring to Civil

Service protection does not apply to most presently hired and future hired nurses except those currently employed who have Civil Service status.”

Chairperson Teixeira distributed the MPLA policy and information on the evaluation system. Mr. Goff stated that the MNA has a nurse evaluation document based on the state rubric that was used in other districts and he will share it at the next meeting. Chairperson Teixeira also distributed a spreadsheet reflecting nurses’ pay from FY13 to FY16 and what their proposal of a 3% increase each year would cost. Ms. Juncker noted that two new nurses are not listed on the spreadsheet and that the step increases are not included in the three-year projection.

There was a discussion about liability insurance amounts and Ms. Normand stated that they are the same for all nurses, although she did not know the range. A discussion was also held on the 403(b) program.

In conclusion, Chairperson Teixeira stated that there is not a lot of money in the budget and the School Committee is trying to decide how to manage it.

(Dr. Safier left the meeting at 5:45 p.m. to attend another meeting.)

The next meetings were scheduled for Monday, January 11, 2016 at 4:30 p.m. and Monday, February 22, 2016 at 4:30 p.m.

III. ACTION – None.

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

VOTED: 3 in favor 0 opposed, to adjourn the Personnel Subcommittee Meeting of December 15, 2015 at 5:56 p.m.

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

*Maria Puglisi
Recording Secretary*