

**Westport School Committee
Executive Session
DATE: Tuesday, June 20, 2023
Time: 4:30 pm**

PLACE: Westport Middle-High School Conference Room 2nd Floor

MINUTES

Members Present: Gloria Cabral, Evan Gendreau, Nancy Stanton Cross,

Members Absent: Melissa Pacheco, Antonio Viveiros

Also Present: Superintendent Thomas Aubin, Kristin McDaniel Human Resources Coordinator, Michelle Rapoza School Business Manager, Joshua Coleman Attorney

I. Call to Order – Chair Stanton Cross called the School Committee Executive Session to order at 4:36 pm. with a quorum of the members present.

A motion was made to adjourn to Executive Session.

Motion by Cabral, seconded by Gendreau 3/0/0

Roll call vote:

Cabral Yes Gendreau Yes Stanton Cross Yes

II. Adjourn to Executive Session pursuant to MGL c. 30A, § 21(a)(3) To discuss strategy with respect to collective bargaining units (AFSCME) if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair declares. Members will not return to open session.

A motion was made to invite Thomas Aubin, Kristin McDaniel, and Michelle Rapoza to the table.

Motion by Gendreau, seconded by Cabral 3/0/0

Roll call vote:

Cabral Yes Gendreau Yes Stanton Cross Yes

1. Approval of Minutes of Wednesday, May 18, 2023 -

A motion was made to approve the Minutes of Wednesday, May 18, 2023.

Motion by Gendreau, seconded by Cabral 3/0/0

Roll call vote:

Cabral Yes Gendreau Yes Stanton Cross Yes

2. Approval of AFSCME MOA - Chair Stanton Cross reported this meeting is to give everyone an opportunity to see the *Westport Community Schools and AFSCME, Local 2667 Memorandum of Agreement MOA*, proposed 3-year contract.

It was decided to go through all the sections in the contract.

- Behavior Teacher Assistant added to contract.
- Grievance Procedure response time went from 7-10 calendar days.
- ii. Add Step section a. change word from Level to Step.
- ii. Add Step section c. School Committee added as a step before grievance goes to arbitration.
- 4. Article V. Grievance and Arbitration Procedure iii. Rename “Step 3” to “Step” 4 change word unadjusted to unresolved. Ask legal counsel if reply should be School Committee or Superintendent. Ask legal counsel about using word mediation or arbitration. After phone

conversation, Attorney Coleman recommended to add wording to say either Superintendent or School Committee and leave in the word arbitration.

- 6. Article X. Holidays change to say up to 2 cafeteria workers shall be required to provide breakfast in each of the schools.
- 9. Article XIII. Sick Leave add wording "in writing" when staff need to inform Superintendent by November 1 of their intent to cease working.
- 10. Article XIII. Sick Leave add wording employee must be a participant in order to use Sick Leave Bank.
- 14. Article XXIV. Overtime capitalize Union President.
- 23. New Article, Assistance in Assault Cases School Committee agrees to indemnify all bargaining unit members consistent with and not to exceed the provisions of M.G.L., c. 258, section 9.

A motion was made to invite legal counsel Joshua Coleman into the meeting.

Attorney Coleman participated via telephone call at 5:06 pm.

Motion by Cabral, seconded by Gendreau 3/0/0

Roll call vote:

Cabral Yes Gendreau Yes Stanton Cross Yes

Attorney Coleman's recommendations are mentioned above in 4. Article V. Grievance and Arbitration Procedure iii. Rename "Step 3" to "Step" 4.

(Attorney Coleman left the meeting at 5:11 pm.)

Chair Stanton Cross will review all changes.

A motion was made to accept the *Westport Community Schools and AFSCME, Local 2667 Memorandum of Agreement MOA* with changes as recommended and give Chair Stanton Cross authorization to execute the contract.

Motion by Gendreau, seconded by Cabral 3/0/0

Roll call vote:

Cabral Yes Gendreau Yes Stanton Cross Yes

III. Adjourn - A motion was made to adjourn.

Motion by Gendreau, seconded by Cabral 3/0/0

Roll call vote:

Cabral Yes Gendreau Yes Stanton Cross Yes

The School Committee Executive Session ended at 5:21 pm.